

## **Bio**

Alberto Ruisanchez is the Deputy Special Counsel of the Office of Special Counsel for Immigration-Related Unfair Employment Practices in the Justice Department's Civil Rights Division. He graduated *summa cum laude* from Georgetown University and *magna cum laude* from Harvard Law School, where he was an editor on the Harvard Law Review. After clerking for the Honorable Juan Torruella on the U.S. Court of Appeals for the First Circuit, Mr. Ruisanchez was accepted to the Attorney General's Honors Program at the Department of Justice. Since then, he has worked in various sections of the Civil Rights Division helping to enforce laws that prohibit discrimination.

**Aaron Carpenter** is an attorney for the Pacific Area Law Office of the United States Postal Service where he concentrates his practice on federal sector employment law. In this role, Mr. Carpenter provides advice to management on a broad array of critical employment issues and defends the Postal Service in hundreds of employment discrimination and other administrative cases brought before federal agencies such as the Equal Employment Opportunity Commission, Merit Systems Protection Board, and Occupational Safety and Health Review Commission. He also provides oversight of federal court litigation for which the United States Attorney's Office provides primary representation. Mr. Carpenter regularly designs and presents trainings on numerous legal topics to senior executives, managers, and supervisors of the Postal Service, and has been recognized on several occasions by the Postal Service for his excellence in client training and client service.

Prior to joining the Postal Service, Mr. Carpenter served as a judicial extern to the Hon. Robert N. Kwan in the U.S. Bankruptcy Court for the Central District of California and worked as an associate prosecuting and defending against class action and individual claims for wage and hour violations, wrongful termination, retaliation, harassment, and discrimination.

Mr. Carpenter obtained his J.D. at the Chapman University School of Law, where he served as an editor on the *Nexus Journal of Law and Policy* and Vice President of the Appellate Moot Court Honors Board.

**Amy Whelan** joined the National Center for Lesbian Rights (NCLR) as a Senior Staff Attorney in February 2011 and works on NCLR's full range of litigation, policy, and public education work. Amy litigates complex civil cases around the country regarding marriage equality, employment discrimination, Title IX, family law, access to healthcare, prisoners' civil rights, the First Amendment, and other constitutional matters. Before joining NCLR, Amy was an associate in the San Francisco firm of Rosen, Bien, Galvan & Grunfeld LLP (RBGG). There, she represented individuals, organizations, and classes of people in litigation before federal and state courts and administrative agencies, principally in the area of civil rights. She received her Bachelor's Degree from Princeton University and her Juris Doctorate from Northeastern University School of Law.

**Anupa Iyer, Esq.**, is a Policy Advisor in the Office of Federal Operations (OFO) at the U.S. Equal Employment Opportunity Commission. Anupa has been working on a number of policy initiatives focused on disability employment within the federal sector including revising the EEOC's regulations under Section 501 of the Rehabilitation Act of 1973. She also works closely with staff from EEOC, the Office of Personnel Management (OPM) and the Department of Labor's Office of Disability Policy (ODEP) to improve the hiring, promotion and retention of people with disabilities in the federal workforce, including the promotion of the use of Schedule A in hiring. Prior to joining OFO, Anupa served as the Confidential Assistant for EEOC Commissioner Chai Feldblum where she played a leadership role in the Curb Cuts to the Middle Class Initiative – an interagency effort working to increase employment opportunities and financial independence for individuals with disabilities.

After graduating from law school in 2011, Anupa received a one year fellowship to work for the Mental Disability Advocacy Center researching violence and abuse against women and girls with intellectual disabilities in Cape Town, South Africa. Anupa has been recognized for her disability advocacy work by the U.S. Department Labor Office of Disability Employment Policy and the American Association for People with Disabilities. On July 25th, 2013, the White House honored Anupa as one of eight "Champions of Change" who embody the spirit of the Americans with Disabilities Act (ADA). Anupa is also President of the EEOC's employee organization for individuals with disabilities.

Anupa holds a J.D. from Seattle University School of Law and a B.A. in Political Science from the University of California Los Angeles.



**Arthur T. Matthews** J.D is the Chief Operating Officer and principal partner of Matthews & Matthews Consulting aka diversityofficers.com [www.diversityofficers.com](http://www.diversityofficers.com) which is a boutique firm specializing in divergent aspects of conflict resolution, mediation, arbitration, labor, human capital, diversity & inclusion, organizational change and the workforce. His clients are primarily government entities, unions, corporations and non for profit organizations.

He currently serves on the faculty at NYU, Cornell University School of Industrial and Labor Relations and the University of Arkansas. He teaches workshop, seminar, certificate, boot camp, undergraduate, MPA and MBA courses in areas such as ADR, conflict resolution, communications, organizational change, human & civil rights, negotiations, mediation, arbitration, workplace violence, labor-management cooperation, bullying, diversity & inclusion, leadership, public speaking and ethics.

Some of his clients include or have included the Cisneros Center for New Americans, City Harvest, the Ronald H. Brown Foundation, Levi Strauss, the Laborers International Union, the Communications Workers of America and the Clinton School of Public Service at the University of Arkansas. His government clients include the EEOC, the U.S Department of Veteran Affairs, the Defense Logistics Agency, the Center for Disease Control and the Federal Executive Board. He presented at the very 1<sup>st</sup> EXCEL conference and has been a frequent contributor over the years.

Arthur is a respected ADR subject matter expert and has consulted globally in both Panama and Bermuda. He is a negotiator, mediator and arbitrator of seemingly intractable conflict. In addition to teaching mediation at Cornell ILR he is a trainer for the American Arbitration Association (AAA) where he teaches a signature course titled "Essential Mediation Skills for the New Mediator." He serves or has served on panels for AAA, the Nuclear Regulatory Commission, the EEOC and the Bermuda Ministry of Labour, Home Affairs and Public Safety. Recently he was selected to serve with distinction as a member of the adjunct faculty at the Clinton School of Public Service located at the Clinton Presidential Center. He designed, developed and taught in unprecedented fashion a course in mediation. Lastly during the ten year period of 1997-2007 he trained over 1,500 mediators as part of the EEOC New York District office.

Early in his career Arthur was featured on a CNN Special as a positive role model and consistently serves as a motivational speaker. He was a Congressional and Assembly aide and earned his Juris doctor (J.D) degree from Howard University School of Law where he was elected the President of the Student Bar Association. It was in this capacity that he led hundreds of law students in the march that helped enact MLK Day as a national holiday. Moreover he proudly hosted one of the last public appearances of Supreme Court Justice Thurgood Marshall. He obtained his undergraduate degree with honors from C.W Post College, Long Island University where he earned a Martin Luther King academic scholarship and a NCAA football scholarship. He is a life member of Alpha Phi Alpha Fraternity Inc.

**AWO SARPONG ANSU**  
**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**  
Washington, DC

Awo Sarpong Ansu is Senior Attorney Advisor to the Director of the Office of Federal Operations at the Equal Employment Opportunity Commission. Ms. Sarpong Ansu has served the Commission in a number of capacities, including as a Special Assistant to former EEOC Chair Jacqueline Berrien and Special Assistant to former EEOC Vice-Chair Naomi Earp. She has performed both litigation and policy work in the Office of Legal Counsel and served as an Attorney Advisor in the Equal Employment Opportunity Commission's Office of Field Programs, which oversees the EEOC's 53 field offices. A graduate of the New York University School of Law and Barnard College, Ms. Sarpong Ansu began her legal career as an Assistant Corporation Counsel for the City of New York, where she represented the city civil rights and employment discrimination litigation. She spent several years in private practice before joining the Commission in 1999.

**Beth Loy, Ph.D.**, is a Principal Consultant with the Job Accommodation Network (JAN). She has a Ph.D. in resource economics from West Virginia University and has been with JAN since 1996. She is a member of RESNA and HTML Writers Guild. She holds certificates in Grantsmanship, Web Technologies, Web Graphics/Multimedia, and ADA Coordinator Training. Beth serves on JAN's management team and is a national researcher and speaker in the disability field.

**Bismarck Myrick** became the Director of the Office of Equal Employment Opportunity and Diversity at the U.S. Patent and Trademark Office in July 2008. From 2003 to 2008, Mr. Myrick was the Deputy Director of that Office. Prior to joining the USPTO, Mr. Myrick worked as an appellate review attorney in Office of Federal Operations at the U.S. Equal Employment Opportunity Commission from 1999-2003. Prior to working at the EEOC, Mr. Myrick worked as a trial attorney for the Baltimore City Department of Social Services. Mr. Myrick, who is member of the Senior Executive Service, received a bachelor's degree in Communication Studies from Florida State University and a Juris Doctorate from the University of Missouri-Columbia. Mr. Myrick is licensed to practice law in the District of Columbia and State of Maryland.

### **Brett Sheats**

Brett Sheats currently serves as the National Project Director for the National Employer Policy, Research and Technical Assistance Center for Employers on the Employment of People with Disabilities. The Employer TA Center, through its website AskEarn.org, acts as a resource for employers looking to recruit, hire, retain, and advance individuals with disabilities.

Prior to this role, Brett was a manager with Wounded Warrior Project's Warriors to Work program. The program helped post-9/11 veterans dealing with injuries or illnesses from their time in service find employment and build careers. Brett has also worked as a finance attorney with the firm of Schulte Roth & Zabel LLP in New York, NY, and is a United States Army veteran of the war in Afghanistan.

Brett is a graduate of The George Washington University Law School and Wake Forest University. He originally hails from Camp Hill, Pennsylvania and currently lives in Washington, D.C.

### **Camella M. Woodham**

Camella M. Woodham currently serves as the Deputy Director and Supervisory Attorney-Advisor in the U.S. Equal Employment Opportunity Commission's (EEOC) Office of Equal Opportunity (OEO), where she provides legal guidance and technical assistance on EEO matters. In this position, Camella manages the office's operations and supervises a staff of EEO professionals who conduct EEO investigations and counselings, conduct barrier analysis, manage special emphasis activities, draft settlement agreements, and Final Agency Decisions, and write and analyze mandated EEO reports.

With over 16 years of legal experience specializing in equal employment opportunity and affirmative employment, Camella has served as a facilitator for several agency sponsored training events for both internal and external audiences.

Camella is a graduate Howard University and Georgetown University Law Center. She is a member of the Maryland and District of Columbia Bars.

## **Cathy Ventrell-Monsees**

Cathy Ventrell-Monsees is the Senior Counsel to Chair Jenny R. Yang at the U.S. Equal Employment Opportunity Commission. She provides strategic, legal and policy advice to the Chair on the administration and enforcement of the civil rights statutes enforced by EEOC. She joined EEOC in 2011 as a Senior Attorney Advisor to Commissioner Stuart Ishimaru and served for two years as a Senior Attorney Advisor to Chair Jacqueline Berrien.

Her career has focused on age and gender discrimination, class action litigation, and forced arbitration while the Managing Attorney of AARP Foundation Litigation and at her own firm. She is the co-author of AGE DISCRIMINATION LITIGATION (James Publishing 2014), and was significantly involved in all of the ADEA cases before the U.S. Supreme Court and all of the amendments to the ADEA since 1985. Ms. Ventrell-Monsees has litigated several ADEA collective actions and has written more than 50 amicus briefs in the U.S. Supreme Court and federal courts. She has testified before Congress, the EEOC, and the US Commission on Civil Rights on age discrimination and forced arbitration. Ms. Ventrell-Monsees served as President of Workplace Fairness from 2007-2011 and as an executive Board member of the National Employment Lawyers Association for 12 years. She was also one of the first employee representatives to serve on the Council of the ABA Labor and Employment Law Section. She is a graduate of the Washington College of Law at American University and Rutgers University.

**CHRISTOPHER J. KUCZYNSKI, J.D., LL.M.**

Chris Kuczynski joined the U.S. Equal Employment Opportunity Commission in February 1997 as Assistant Legal Counsel and Director of the ADA Policy Division (now the ADA/GINA Policy Division). Chris supervises the development of regulations, policy guidance, and technical assistance publications on Title I of the Americans with Disabilities Act (ADA) and title II of the Genetic Information Nondiscrimination Act (GINA), and regularly advises EEOC field and headquarters offices, including the offices of the Chair and Commissioners, on complex ADA and GINA issues. Chris has worked on numerous EEO issues in addition to the ADA and GINA, including supervising the development of Enforcement Guidance on Pregnancy Discrimination and Related Issues (rev. June 25, 2015), issues affecting the rights of LGBT persons in the workplace, and religious discrimination issues. Currently, Chris is also serving as Acting Associate Legal Counsel.

Chris has made hundreds of presentations on the ADA, the Rehabilitation Act, GINA, and other EEO issues to diverse audiences, including human resources and EEO professionals, supervisors and managers in the public and private sectors, medical professionals, and plaintiff and defense counsel. He has been interviewed by numerous media outlets, including the New York Times, *Wall Street Journal*, *USA Today*, CBS News, MSNBC, and National Public Radio.

From January to October 2003, Chris was a Special Assistant to former EEOC Chair Cari Dominguez, and from October 2003 through April 2004, he was Associate Director of the White House Domestic Policy Council. Chris was a trial attorney in the Disability Rights Section of the U.S. Department of Justice from July 1993 until February 1997, and was a litigation associate for three years with a major Philadelphia law firm.

He has a B.A. in English from Villanova University, where he was a member of Phi Beta Kappa and from which he received the School of Liberal Arts and Sciences 2007 Alumni Medallion, a J.D. from Temple Law School, and an LL.M. from Yale Law School.



**CHRISTY J. KWON** began her career with the **National Labor Relations Board** as a Field Attorney at the West Los Angeles regional office in 2001. She is currently a Supervisory Attorney at the Board's San Francisco office and is responsible for overseeing her team's investigation and litigation of unfair labor practices charges. She is also the regional office's Section 10(j) injunction litigation coordinator. She most recently litigated *Design Tech. Grp., LLC d/b/a Bettie Page Clothing*, 361 NLRB No. 79 (Oct. 31, 2014) (Board found employer unlawfully fired three employees for complaining about working conditions on Facebook); and supervised *Frankl v. Fairfield Imports, LLC*, 2014 WL 130937, (E.D. Cal. Jan. 14, 2014) (Court granted interim reinstatement to unlawfully fired employee) and *Frankl v. Adams & Associates, Inc.*, 2015 WL 547178, (E.D. Cal. Feb. 10, 2015) (Court granted interim reinstatement to Union President refused employment). She has served as an arbitrator for San Francisco's *Department of Human Services* for the past 9 years, coordinates the *Bay Area Federal Employees Pro Bono Program* for the past 5 years, and in that capacity sits on the Leadership Council of Bar Association of San Francisco's Justice and Diversity Center, and is currently a co-chair of the Civil Rights Committee of the *Asian American Bar Association* and an active member of the *White House Initiative on Asian Americans and Pacific Islanders* (WHIAPPI), Northern California Regional Network. Ms. Kwon was awarded the *Excellence in Individual Achievement Award* by the Federal Asian Pacific American Council (FAPAC) in 2016. Ms. Kwon is a graduate of U.C. Berkeley and received her law degree from UCLA School of Law.

Michael West is an experienced trainer and consultant to federal agencies on conflict resolution and prevention with 23 years of experience in mediation, conflict resolution skills, conflict management systems and training. He began his career as a mediator with the Commonwealth of Virginia court system and an EEO counselor. He served with a federal agency for 18 years as a dispute resolution specialist, mediator, leadership coach, and trainer. He has provided technical advice to various agencies in the areas of conflict analysis, management and prevention. He continues to consult with several agencies on integrated conflict management systems.

Michael has a Master's degree from the Institute of Conflict Analysis and Resolution, George Mason University and is a graduate of the Georgetown Executive Leadership Coaching program. He is a certified coach through the International Coaching Federation. He taught at the School for Conflict Analysis and Resolution, George Mason University, Fairfax, VA.

Dan Herrington is a partner in the Labor and Employment Litigation Section of Friday, Eldredge & Clark—Arkansas' largest law firm, with offices in Little Rock, Fayetteville and Rogers. His practice is focused on representing employers in all areas of labor and employment law, including ADA, FMLA, Wage and Hour, Title VII, OSHA, and NLRA. His practice includes not only representation of employers before courts, arbitrators, and administrative bodies, but also working closely with clients to ensure compliance with all employment laws. He has successfully argued before the Arkansas Supreme Court as well as the United States Court of Appeals for the Eighth Circuit.

Dan has been listed in Super Lawyers Mid-South Edition since 2011 in the area of Employment Litigation & Defense.

Dan is listed in *Chambers and Partners USA: America's Leading Lawyers*, perhaps the most highly regarded research-based directory of lawyers. As that esteemed publication states, "*Daniel Herrington is reliable and responsive, and regarded as an expert in his field. He concentrates on employment litigation and possesses an outstanding reputation in the HR sector.*"

Dan was chosen by the readers of Arkansas Business and Little Rock Soiree Magazine as a top attorney in labor and employment law.

### **Education**

- University of Arkansas at Little Rock School of Law, J.D., With High Honors; *University of Arkansas at Little Rock Law Journal*, 1994—1995
- Arkansas State University, B.S., Business Management, 1992

### **Publications**

- Chapter Author, *Inside the Minds, Employment Discrimination Lawsuits*, Aspatore Books 2008.
- *Employer Compliance with the Immigration Reform and Control Act: A Primer*, The Arkansas Lawyer, Fall 1999

### **Presentations & Speaking Engagements**

- Adjunct Professor, Employment Discrimination, UALR Bowen School of Law, 2001
- Adjunct Professor, Labor Law, UALR Bowen School of Law, 2003
- Adjunct Professor, Employment Law, UALR Bowen School of Law, 2004
- Preventing and Correcting Workplace Harassment, SHRM Annual Meeting, 2007
- Tricky HR Situations, EEOC Annual Seminar, Hot Springs, AR (7/22/2014)
- Other presentations on employment law topics too numerous to list

## **Noteworthy**

- Super Lawyers / Mid-South 2011-2015
- Little Rock Soiree Best Lawyers December 2011
- Pulaski County Bar Association Lawyer Citizen of the Year 2010
- Listed in *Chambers and Partners USA: America's Leading Lawyers for Business* for Labor and Employment Law
- Listed in *The Best Lawyers in America* for Labor and Employment Law since 2007
- Listed in *Arkansas Business*, 40 Under 40, 2003

## **Representative Clients**

- Arkansas Baptist College
- Arkansas Baptist State Convention
- Arkansas Children's Hospital
- The Bridgeway
- Entergy Corporation
- Nabholz, Inc.
- Pinnacle Pointe Hospital
- Saline Memorial Hospital
- St. Paul Travelers Insurance
- Universal Health Services
- Washington Regional Medical Center
- Whit Davis Lumber Company

## **Representative Matters**

- *Texarkana Behavioral Associates, L.C. v. Universal Health Services, Inc.*, 748 F.Supp 2d 1008 (W.D. Ark. 2010), *aff'd*, 432 Fed. Appx. 639 (8th Cir. 2011)
- *Guardian Fiberglass, Inc. v. Whit Davis Lumber Company, Inc.*, 509 F.3d 512 (8th Cir. 2007)
- *Mellon v. Federal Express Corp.*, 239 F.3d 954, (8th Cir. 2001)
- *Allen v. Entergy Corp.*, 193 F.3d 1010 (8th Cir 1999)
- *Allen v. Entergy Corp.*, 181 F.3d 902 (8th Cir. 1999)
- *Faulkner v. Arkansas Children's Hospital*, 69 S.W.3d 393 (Ark. 2002)

## **Associations & Memberships**

- American Bar Association, Labor and Litigation Sections
- Arkansas Bar Association, Labor and Employment Section; Chair, 2005
- Pulaski County Bar Association
- Society of Human Resource Management (SHRM)
- Central Arkansas Human Resources Association

- Arkansas SHRM State Council (former Legal Counsel)
- Member, VOCALS (Volunteers Organization for Central Arkansas Legal Services)
- Arkansas Rice Depot Food Bank (former board chair)
- American Heart Association (Central Arkansas Board Chair 2015-2107)
- Arkansas Nonprofit Alliance (former board chair)

### **Admissions**

- Arkansas, 1995
- United States Courts for Appeal for the Eighth and Eleventh Circuits
- United States District Courts for the Eastern and Western Districts of Arkansas
- United States District Court Northern District of Alabama
- United States District Court Western District of Michigan
- United States District Court Western District of Arkansas

## **Dann Determan**

Mr. Determan has been an attorney with EEOC's Office of Federal Operations since 1997. A self-proclaimed "geek," Mr. Determan has always sought to push the technology envelope to increase OFO's efficiency. A vocal proponent of the Commission's move to a digital environment, Mr. Determan co-developed, and piloted OFO's e-File initiative beginning in FY 2001. This effort helped bring about the September 2012 regulatory change requiring agencies to submit appeal-related documentation in digital form. Further, Mr. Determan helped in the design and implementation of the federal sector's two electronic portals: the now defunct EEOC File Exchange (EFX) and its more robust replacement, the Federal Sector EEO Portal (FedSEP).

Darci Burrell's dedication to advancing the rights of society's less powerful is equaled only by her devotion to the rule of law. An unyielding advocate for her clients, Ms. Burrell's innovative legal work has expanded the bounds of civil rights law. She is particularly noted for the novel application of "aiding and abetting" claims to employment discrimination cases, including one case against a psychiatrist who determined that an African American employee was unfit for duty because she kept raising claims of racial discrimination in the workplace.

Darci is a partner of Levy Vinick Burrell Hyams LLP. Prior to that, she was a senior associate with the employment practice group of Boxer & Gerson LLP, where she successfully litigated and tried cases on behalf of women subjected to gender discrimination and sexual harassment, people subjected to racial discrimination and harassment, people with disabilities, whistleblowers, tradeswomen and other women in non-traditional employment, and others, against both corporations and public entities.

Darci has practiced civil rights and public interest law since she graduated from UCLA Law School in 1995, beginning with a year serving as the Ruth Chance Law Fellow with Equal Rights Advocates, a women's employment law center in San Francisco. In that position, Darci represented women and girls in cases involving sexual harassment and gender-based discrimination. She also advocated on behalf of women in non-traditional employment, including tradeswomen and fire fighters.

Darci then joined the NAACP Legal Defense Fund as a staff attorney, litigating class action lawsuits on behalf of, among others, female police officers, African American probation officers, and residents of a largely-Latino neighborhood fighting a new freeway extension.

Darci returned to the Bay Area in 1998 to serve as a Civil Rights Attorney with the U.S. Department of Education, Office for Civil Rights, enforcing laws against discrimination in education on the basis of race, ethnicity, age, gender and disability. Two years later, she joined Goldstein, Demchak, Baller, Borgen & Dardarian as a civil litigator involved in a variety of employment discrimination and wage and hour class action lawsuits.

## **David Handsher**

Presently an arbitrator and mediator specializing in labor and employment cases, Mr. Handsher has over 35 years experience as an attorney in the labor law and employee relations field. His experience includes work as counsel for the National Treasury Employees Union where he did representation of federal employees, including discrimination, arbitration, disciplinary, FLRA, as well as federal district court and appellate litigation; as counsel for the Oakland Unified School District and in private practice, specializing in the representation of employees and management entities before arbitrators, administrative bodies, and in federal and state court. Mr. Handsher is a certified mediator and is on the Neutral and Arbitrator panel for the California Mediation and Conciliation Service, EEOC mediation program for federal sector cases in the San Francisco District, Unlawful Detainer Mediation program for Alameda County and as a member of the Superior Court of Alameda civil litigation mediation panel. He is on the rotating panel of arbitrators for two federal agencies and unions. He is a contributing editor of the "Just Cause" chapter in BNA's *Discipline and Discharge in Arbitration*, Third Edition.





**P. David Lopez , General Counsel,  
U.S. Equal Employment  
Opportunity Commission (EEOC)**

Education: J.D., Harvard Law School, 1988;

B.S., Arizona State University, 1985, magna cum laude.

Professional: General Counsel, U.S. Equal Employment Opportunity Commission (EEOC), 2010-present, named in "America's 50 Outstanding General Counsels," National Law Journal, 2014;

Supervisory Trial Attorney, U.S. Equal Employment Opportunity Commission (EEOC), Phoenix District Office, 2008-2010;

Senior Trial Attorney, U.S. Equal Employment Opportunity Commission (EEOC), Phoenix District Office, 1998-2008;

Special Assistant to Chairman Gilbert F. Casellas, U.S. Equal Employment Opportunity Commission (EEOC), 1994-1998;

Senior Trial Attorney, U.S. Department of Justice, Civil Rights Division Employment Litigation Section, 1991-1994;

Associate, Spiegel & McDiarmid, LLP, 1988-1991.

David Lopez was sworn in as General Counsel of the U.S. Equal Employment Opportunity Commission (EEOC) on April 8, 2010. He was nominated twice by President Barack Obama and confirmed by the Senate in 2010 and 2014. Mr. Lopez is the first EEOC field trial attorney to be appointed as the agency's General Counsel. He has served at the Commission in various capacities for the past 25 years, including as Supervisory Trial Attorney in the Phoenix District Office and Special Assistant to then-Chairman Gilbert F. Casellas.

Under his leadership, the EEOC's trial program has been extremely successful. Among the notable victories is the \$240 million jury verdict - the Commission's largest award ever - in [Henry's Turkey Service](#), a case brought on behalf of over thirty intellectually disabled men; a \$17 million jury verdict for farmworker women victims of sexual harassment and retaliation in [Moreno Farms, Inc.](#); and a \$1.5 million sexual harassment and retaliation verdict affirmed by the 6th Circuit Court of Appeals in [New Breed Logistics](#).

In June 2015, the Supreme Court ruled 8-1 in favor of the Commission in [EEOC v. Abercrombie & Fitch Stores, Inc.](#), holding that an employer may not refuse to hire an applicant if the employer was motivated by avoiding the need to accommodate a religious practice. In this case, Samantha Elauf was denied hire because she wore a headscarf or hijab and thus failed to conform to the companies "look policy."

Other significant appellate victories, during his tenure, include [The Geo Group, Inc.](#) (class sexual harassment and retaliation lawsuit reinstated after finding EEOC met its pre-suit requirements); [EEOC v. Sterling Jewelers, Inc.](#) (nationwide sex discrimination case reinstated after appeals court held that sole question for judicial review is whether EEOC conducted an investigation not sufficiency of investigation); [Baltimore County](#) (making older workers contribute more to pensions violates the Age Discrimination in Employment Act); [Boh Brothers](#) (plaintiffs can prove same-sex harassment under Title VII of the Civil Rights Act with "gender stereotyping" evidence); [Houston Funding](#) ("lactation" discrimination violates Title VII as amended by the Pregnancy Discrimination Act); [United Airlines](#) (employers may have to reassign disabled employees non-competitively as a reasonable accommodation under the ADA); and [Serrano & EEOC v. Cintas](#) (Commission can bring "pattern or practice" suit under section 706 of Title VII).

Mr. Lopez has also served as Co-Chair of the committee that developed the Commission's [Strategic Enforcement Plan](#) for 2013 to 2016. He is the Chair of the Commission's Immigrant Worker Team, a group tasked with strengthening and coordinating EEOC's enforcement and outreach on employment discrimination issues affecting immigrant and other vulnerable workers. He also convened a work group focused on discrimination issues affecting the LGBT community. Through his leadership on these issues, EEOC filed and settled its first cases alleging sex discrimination on the basis of transgender status and sex stereotyping against [Lakeland Eye Clinic](#) and [Deluxe Financial](#). Notable cases involving immigrant and vulnerable workers include [Vail Run Resort](#) (over \$1 million for Latina workers subjected to egregious sexual harassment and retaliation); [Mesa Systems, Inc.](#) (\$450,000 for Hispanic workers subjected to derogatory slurs and discriminatory application of Speak-English Only policy); and [ABM Industries, Inc.](#) (\$5.8 million settlement for Latina janitorial workers subjected to rape, unwelcome groping and explicit sexual comments).

Mr. Lopez has been recognized by various organizations for his extensive civil rights work. In 2016, Mr. Lopez received the National Religious Freedom Award from the [International Religious Liberty Association \(IRLA\)](#), [Liberty Magazine](#), and [North American Religious Liberty Association \(NARLA\)](#) for his advocacy of civil, religious, and employment rights throughout his government career. In 2014, the [National Law Journal](#) named Mr. Lopez one of "America's 50 Outstanding General Counsels," and the magazine, [Diversity and the Bar](#), recognized Mr. Lopez as a "Latino Luminary" for his work as a civil rights attorney and as General Counsel. In 2012, he was awarded the Friend in Government Award from the American-Arab Anti-Discrimination. In 2011, Hispanic Business named Mr. Lopez to its list of 100 Influentials in the Hispanic community.

**David M. Majchrzak** works out of the San Diego and Los Angeles offices of Klinedinst PC. He is a seasoned ethicist and civil litigator who counsels attorneys on ethics, and assists professionals in malpractice claims and disciplinary matters before state and federal bodies. Mr. Majchrzak is a member of the State Bar's Committee on Professional Responsibility and Conduct, and chair of its outreach subcommittee, and is an executive committee member of the San Diego County Bar Association's invitation-only Legal Ethics Committee. He is also co-editor of Ethics Quarterly, produced by the San Diego County Bar Association. Mr. Majchrzak served for four years as president of the William L. Todd, Jr. American Inn of Court and served on the American Inns of Court national program awards committee for two years. He has also served as a temporary judge for small claims matters, a judge for Teen Court, an attorney instructor for numerous mock trial competitions, and a director of the Kiwanis Club of Poway.



## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION Memphis District Office

1407 Union Avenue, Suite 901  
Memphis, TN 38104  
Intake Information Group: (800) 669-4000  
Direct Dial: (501) 324-6372  
TTY (901) 544-0112  
Website: [www.eeoc.gov](http://www.eeoc.gov)



### Debra Finney Biography

Debra Finney is the EEOC's Memphis District Outreach & Education Manager. Her 35 years of experience with the EEOC as an Investigator and in her current position make her uniquely qualified to discuss the laws enforced by EEOC.

Debra's jurisdictional areas include Arkansas, Tennessee and North Mississippi. She enjoys her position as Outreach and Education Manager because she travels the district, and the country, interacting with stakeholder groups. She not only educates the audience on the laws enforced by EEOC but provides practical application and tips. A popular speaker at many conferences in and outside of the Memphis district, she engages her audiences with a casual, yet informative, style. In addition to her duties in the Memphis District, she is a frequent speaker at national training conferences and is a trainer on national training projects, both internal and external. Her many travels for work have afforded her an opportunity to explore two other passions; BBQ and blues, which conveniently go hand in hand.

**Debra A. Smith, Senior Trial Attorney, Equal Employment Opportunity Commission**

Debra began her legal career with Texas Rural Legal Aid, Migrant Farmworker Division, where for 10 years she represented farmworkers in individual and class actions against corporate agribusinesses under the FLCRA, AWPFA, FLSA, Title VII and other protective labor statutes in federal and state courts throughout the Southwest. She came to California in 1989 and litigated Title VII and other class actions on behalf of plaintiffs with the former Saperstein, Goldstein, Demchek and Baller until 2001 when she joined Equal Rights Advocates. There she continued representing women in sex discrimination and sex harassment cases under Title VII, including the now-infamous but then national class action, *Dukes v. Wal-Mart*, and other corporate entities, including Thunder Valley Casino; as well as litigating on behalf of individual tradeswomen, low-wage retail workers, janitors and mono-lingual immigrant and farmworker women. Debra joined the EEOC in 2009 where she has represented farmworkers in Santa Rosa and the Central Valley in California and Yakima, Washington. One of her cases, *EEOC v. Evans Fruit*, was featured in the documentary “Rape in the Fields.” Another former ERA client was featured in the PBS Frontline documentary “Rape on the Night Shift.”

## **Denise Patterson McKenney**



Denise Patterson McKenney serves as a Commissioner with the Federal Mediation and Conciliation Service in the division of ADR and International Dispute Resolution. As a collateral duty, she also serves as the agency's Director of Equal Employment Opportunity. Her areas of expertise include mediation of collective bargaining agreements between unions/management, workplace employment disputes; training design/delivery, conflict coaching and systems design. Commissioner McKenney has also served as an experienced facilitator for area labor management committees. Her international experience includes travelling to Germany and Japan training chaplains of the United States Air force and has trained labor attaches' in Panama and Hungary. Denise has also served as an instructor in Thailand for the Rotary Peace Center at Chulalongkorn University

She has thirty years of government service to her credit, and is actively involved in educational and training organizations such as the American Society for Training and Development (ASTD), the Training Officers Conference (TOC), the American Society for Curriculum Development (ASCD), and the Howard University Chapter of Phi Delta Kappa. Her community involvement includes serving on the Workforce Development Committee for the Potomac Job Corps Center in Washington, D.C., the BRAVA Board for the performing arts in Bowie and serving as a facilitator of race relations for Prince George's County. Her publications include "Labor-Management Partnership: A 12 Step Program for Change" published in the American Bar Association's Deskbook for ADR Practitioners.

Denise is a graduate of the University of Maryland, College Park with a Bachelor of Science Degree in Speech Communication. She holds a Master of Science Degree in Instructional Systems Technology and is a graduate of the Training and Development Program at Georgetown University. She also serves as a mediator for the D. C. Superior Court's Multi-Door Mediation Program. A former college instructor, Denise brings an interactive approach to training and believes that learning can be fun, and that learning is a life-long activity.

## **U.S. Equal Employment Opportunity Commission**

### **Biography**

#### **Dexter R. Brooks**



Dexter R. Brooks, a member of the Senior Executive Service, is the Associate Director of Office of Federal Operations, Federal Sector Programs, United States Equal Employment Opportunity Commission, Washington, D.C. Federal Sector Programs has a unique role in assisting federal administrative agencies in the development of strategies designed to proactively prevent discrimination and allow federal employees to compete on a fair and level playing field.

Prior to this assignment, Mr. Brooks served as the Federal Training and Outreach Coordinator and Attorney Advisor within Federal Sector Programs. Mr. Brooks was responsible for establishing EEOC's Federal Sector Training Institute which provides a variety of fee-based courses to the federal sector EEO community. He also served as primary contact to the Commission's federal sector stakeholders providing hundreds of outreach sessions throughout the country.

Mr. Brooks' EEOC career began in 1998, as a staff attorney in the Office of Federal Operation's Appellate Review Program. Before joining the EEOC, Mr. Brooks served as an Attorney Advisor for the United States Department of Labor in its Office of Administrative Law Judges. Mr. Brooks received his Juris Doctor from Howard University, and his Bachelor of Science in Business Administration from North Carolina A&T State University.

## **DIANE ARKOW GROSS**

Diane Arkow Gross is presently the Supervisory Administrative Judge for the Los Angeles District Office of the Equal Employment Opportunity Commission (EEOC). Previously, she was an Administrative Judge for the EEOC in Los Angeles for fifteen years, presiding over discrimination cases brought by federal employees against the federal government. Before entering government service, Judge Gross practiced employment and labor law with the firm of Richards, Watson & Gershon in Los Angeles, California, advising both public agencies and private sector employers in personnel, employment, and labor-related matters. Judge Gross has extensive experience in representing employers in both state and federal court and in administrative proceedings, developing personnel rules and policies, and conducting harassment and misconduct investigations. Judge Gross has also published papers on a variety of employment-related topics for the California Public Employers' Labor Relations Association and the Labor and Employment Law Section of the State Bar of California. Judge Gross has lectured on various employment law topics for the EEOC's Technical Assistance Seminars, the EEOC's EXCEL Training Conference, and for private employers and federal agencies.

Judge Gross is a *Phi Beta Kappa* graduate of Duke University and received her *Juris Doctorate cum laude* from the University of Southern California Law School. Following law school, Judge Gross clerked for the Honorable Ewing Werlein, Jr. of the United States District Court for the Southern District of Texas. Judge Gross is admitted to practice law in California and Washington, D.C.

## **Dinah Cohen**

Dinah F. Cohen, President of Dinah F. Cohen Consulting, LLC has more than 35 years of experience and is an international speaker on disability and veterans' issues including employment, assistive technology, accessibility solutions, and diversity. Dinah F. Cohen Consulting, LLC was established after a successful federal career that included 23 years as the Director of the DoD, Computer/Electronic Accommodations Program. She was responsible for development, management, and implementation of the federal government's centrally funded program to provide assistive technology for employees with disabilities and wounded service members. Ms. Cohen is currently working with the Viscardi Center in support of the Office of Disability Employment Policy, Department of Labor regarding federal regulations and its impact on employment outcomes in the public and private sectors for individuals with disabilities. In March, 2014, she received the Department of Defense Medal for Distinguished Civilian Service, the highest award for a civilian employee. With a focus on Accessibility, Disability, and Diversity, Dinah F. Cohen Consulting, LLC, is engaged in leading the charge for change and improvement in these areas.

### **Contact Information:**

Dinah F Cohen  
President, Dinah F Cohen Consulting, LLC  
9709 Rossetti Court  
Burke, VA 22015  
703-455-7447  
[dinahconsulting@verizon.net](mailto:dinahconsulting@verizon.net)



## **Dwight A. Lewis**

Dwight Lewis has been a Supervisory Administrative Judge with the Equal Employment Opportunity Commission since 1990. In that capacity, he has overall responsibility for the administration and adjudication of federal sector complaint hearings for EEOC's Dallas District Office. He also plans and coordinates all federal sector Technical Assistance Training programs and informal training sessions for the Dallas office. He has worked for the Commission as an Administrative Judge since 1984. He was also appointed as an Adjunct Professor at the University of Texas at Arlington, where he taught Administrative Law.

Prior to his employment with EEOC, Mr. Lewis was a JAG Officer with the United States Army in the position of Installation Labor Counselor at Fort Bliss, Texas. Mr. Lewis graduated from the University of California at Berkeley with an A.B. degree in Communications and Public Policy in 1977. Thereafter, he attended Hastings College of the Law, graduating in 1980 with Juris Doctor degree.

**EARL G. BANKS**  
**Senior Equal Employment Specialist, Office of Federal Operations**  
**Federal Sector Programs**  
**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**  
**Washington, DC**

Earl Banks is a Senior Equal Employment Specialist in the Equal Employment Opportunity Commission's Office of Federal Operations, Federal Sector Programs which oversees and provides training, technical assistance and guidance to all federal agencies and their sub-components on Title VII of the Civil Rights Act of 1964 as amended, Age Discrimination in Employment Act, Equal Pay Act, Americans with Disabilities Act, Rehabilitation Act, GINA, Management Directive 110 and Management Directive 715. As a Senior Equal Employment Specialist, Mr. Banks evaluates federal agencies' performance to ensure effective and efficient implementation of EEO programs, policies, and procedures. Prior to joining the Commission, he worked as the Complaints Manager for the Ventura County Chapter of the NAACP in Oxnard, California and has been an EEO Counselor for over 20 years. He received his Master of Business and Organizational Management from the University of La Verne, California and Bachelor of Sciences in Management Studies from the University of Maryland, UC.

**Dr. Eden King** joined the faculty of the Industrial-Organizational Psychology program at George Mason University after earning her Ph.D. from Rice University in 2006. Dr. King is pursuing a program of research that seeks to guide the equitable and effective management of diverse organizations. Her research addresses three primary themes: 1) current manifestations of discrimination and barriers to work-life balance in organizations, 2) consequences of such challenges for its targets and their workplaces, and 3) individual and organizational strategies for reducing discrimination and increasing support for families. In addition to her academic positions, Dr. King has consulted on applied projects related to climate initiatives, selection systems, and diversity training programs. She is currently an Associate Editor for the Journal of Management and the Journal of Business and Psychology and is on the editorial boards of the Academy of Management Journal and the Journal of Applied Psychology. Dr. King was honored to receive the State Council of Higher Education of Virginia's Rising Star Award in 2011.

**Elizabeth Kristen** is the Director of the Gender Equity & LGBT Rights Program and a senior staff attorney at the Legal Aid Society-Employment Law Center (Legal Aid). Over the past 14 years, she has worked tirelessly to secure justice for victims of discrimination who otherwise would not have legal representation. Ms. Kristen attended Berkeley School of Law, graduating in 2001. Upon graduation, she served as a law clerk for Judge Browning on the Ninth Circuit. Ms. Kristen began her public interest career as a Skadden Fellow at Legal Aid in 2002. In 2012, she was selected as a Harvard Law Wasserstein Public Interest Fellow. In 2015, she received a “California Lawyer of the Year” award from *California Lawyer* magazine for her civil rights work and in 2016 was named a Northern California Super Lawyer. She represented the Plaintiffs in *Dragovich v. Treasury*, a successful constitutional challenge to the Defense of Marriage Act and wrote about same-sex marriage for the Berkeley Journal of Gender, Law & Justice.

### **Elyssa Santos-Abrams**

Ms. Elyssa Santos-Abrams has been employed at the Equal Employment Opportunity Commission (EEOC) since 2001, following her graduation from the Georgetown University Law Center. She is a member of the New York State Bar. As an appellate review attorney, Ms. Santos-Abrams is assigned to work at the EEOC's Office of Federal Operations, where she is responsible for reviewing appeals from the decisions of agencies and EEOC Administrative Judges on federal sector discrimination complaints, and for drafting administrative decisions thereon. She has drafted decisions in cases covering the entire spectrum of legal bases of alleged discrimination, including race, color, sex, national origin, age, disability, religion, and reprisal. Ms. Santos-Abrams has also provided training to numerous government agencies in a variety of topics including knowing management's rights and responsibilities under EEO law, understanding and preventing harassment, providing reasonable accommodation, and understanding the Rehabilitation Act.

**Eric B. Meyer, Esquire** is a partner in the Philadelphia-based law firm of Dilworth Paxson LLP. Eric is a member of the firm's Labor & Employment Practice Group and Chair of the #SocialMedia Practice Group. He also publishes The Employer Handbook ([www.TheEmployerHandbook.com](http://www.TheEmployerHandbook.com)), which the ABA Journal recognizes as a top labor and employment law blog. In addition to being a frequent lecturer around the country, among other outlets, Meyer has been quoted in ABCNews.com, NBCSports.com, AMEX's Small Business Open Forum, Inc. Magazine, Business Insurance, Entrepreneur, Mashable.com, The Wall Street Journal, and the British tabloids. Eric also serves as a volunteer mediator for the United States Equal Employment Opportunity Commission.

## Erica Baker



Erica is a Senior Engineer at Slack Technologies and advocate for diversity and inclusion in tech, and expanding access to tech education. Erica's career in tech began fifteen years ago doing domain administration for the University of Alaska Statewide System, before becoming a Googler in 2006. Erica's role grew and shifted within Google, growing from Support Technician to Site Reliability Engineer. She

joined Slack in 2015, where she focuses on Build and Release Engineering. Erica is on the Advisory Boards for Atipica and Hack the Hood, and is a Tech Mentor for Black Girls Code. Erica is a founding member of Project Include, was the 2015 Level Playing Field Institute Lux Award winner, a nominee for the 2016 Crunchies Include Diversity Award, and was included in WIRED Magazine's 2016 Next List. Erica is currently based in Oakland, California.

## **Erica D. White-Dunston, Esq.**

In April 1999, Erica D. White-Dunston began her legal career as an associate specializing in civil rights and employment law. In June 2001, Ms. White-Dunston was hired as a Trial Attorney in the Office of General Counsel's Systemic Investigations/Litigation Unit with the U.S. Equal Employment Opportunity Commission (EEOC/Agency). In late 2006, Ms. White-Dunston transferred to the Agency's Office of Equal Opportunity (OEO), where she performed numerous assignments covering the entire spectrum of legal bases of alleged discrimination. In 2008, as a direct result of her ability to identify complaint trends, Erica chaired the Agency's Disability Task Force, charged by EEOC Chair Earp with examining the Agency's Disability program and presenting recommendations for both improving and potentially restructuring it as a model program.

Enthusiastic and passionate, coupled with her use of wit, active role-playing, and wealth of knowledge and various training certifications, Erica has been a featured presenter or instructor before diverse audiences, including, but not limited to, federal employees. In November 2010, Ms. White-Dunston became the Technical Advisor for Equity Diversity and Inclusion Field Services at the Internal Revenue Service. Among her responsibilities in that capacity, Ms. White-Dunston is tasked with continuously assessing the training needs of the various business units within that business division and updating, devising and implementing innovative training tools and modules for national dissemination. In June 2013, Ms. White-Dunston was reassigned to the newly formed Resource Operations and Management Division, where she is most recently primarily responsible for assessing and ensuring the training needs of IRS leadership is met.

In June 2014, Ms. White-Dunston became one of only 20 of the more than 80,000 Treasury employees to be awarded the title of Certified Strategic Partner (CSP). This title recognizes Ms. White-Dunston for superior knowledge and performance as a Human Capital Professional, in addition to demonstrating a high level of proficiency in the General Competencies and in at least two Technical Competencies within the HR, EEO or Training specialty areas.

In February 2015, Ms. White-Dunston was accepted as a member of the Presidential Management Council's (PMC) Interagency Program Cohort 8. The PMC Program was launched to not only bolster cross-agency exposure for high-potential GS 13-15s, but to strengthen agency collaboration, facilitate best practice sharing across Departments and build a pipeline of emerging leaders who possess a broad understanding of the varied missions across the Federal Government. Erica is currently on a six-month detail to the Office of Personnel Management (OPM) CHCO Council.

A native Washingtonian and graduate of Archbishop Carroll High School, Erica was awarded the Lorraine Williams scholarship and numerous Trustee Awards for scholastic achievement from Howard University, where she graduated in 1995. Upon graduation, Ms. White-Dunston was awarded a full academic scholarship to Syracuse University College of Law. She graduated with her law degree in 1998, having received the Seely Johnson Award for Outstanding Leadership in an African American student, the Ralph Kharas Award for Outstanding Leadership in Moot Court, and elevation to the Order of the Barristers. A member of the Maryland and District of Columbia Bars, when not working, Ms. White-Dunston mentors teens, regularly is a featured speaker throughout the Washington-Metropolitan area, is an amateur singer at various events and loves to read.



### **Chief Administrative Judge Francis A. Polito**

Fran Polito has been an Administrative Judge in the Commission's Philadelphia District Office since January of 1999. Since July of 2009, he has served as the Chief Administrative Judge for the Philadelphia District and supervises eleven administrative judges. Judge Polito is also the former president of the EEOC Administrative Judges Association.

Prior to joining the Philadelphia office, Judge Polito spent six years as an attorney in the Commission's Legal Services Division of the Office of Legal Counsel. Before joining the EEOC in 1992, he practiced law in New Jersey, handling primarily employment discrimination claims in the private sector.

Judge Polito received his J.D. Degree from the Howard University School of Law in 1986, where he was a member of the Howard Law Journal staff and he received a B.A. from Moravian College in 1980.

## **Gary Gilbert**

Gary M. Gilbert is the principal and also works as a senior attorney of The Law Offices of Gary M. Gilbert & Associates, P.C., which he established in May 2005. Mr. Gilbert is a member of the Bars of the States of Maryland and Florida. He is admitted to several courts and is an active member in a number of employment sections of state and local bars and other professional associations.

Mr. Gilbert has extensive legal experience in the area of civil rights law. Prior to the opening of his own practice, Mr. Gilbert was “Of Counsel” to the Washington, D.C. employment law firm, Passman & Kaplan, P.C. Immediately prior to this position, Mr. Gilbert served as an Administrative Judge, then Chief Administrative Judge in the Baltimore District Office of the Equal Employment Opportunity Commission (EEOC) for a total of 16 years. During his tenure with the EEOC, he supervised administrative judges and conducted administrative hearings on allegations of unlawful discrimination, harassment and retaliation. During his tenure at the EEOC, Mr. Gilbert served on various committees and workgroups, including those that reformed EEOC regulations and another, in which the workgroup drafted the EEOC’s Handbook for Administrative Judges. Prior to his tenure with the EEOC, Mr. Gilbert served as the Acting Chief, Docketing Branch at the Nuclear Regulatory Commission. Mr. Gilbert worked as the Program Director and Acting Executive Director for Florida Rural Legal Services, Inc. Mr. Gilbert received a Bachelor of Arts degree from the University of Maryland, College Park in 1975. He received his J.D. degree from the University of Maryland, School of Law in Baltimore, Maryland.

Mr. Gilbert was on the founding board of the Federal Employment Law Training Group (FELTG) and continues to deliver training on new developments in equal opportunity laws. His audiences are varied, but generally include: investigators, attorneys, union officials, or human resources, labor relations and employee relations personnel. He has also spoken at conferences of Equal Employment Opportunity Commission Administrative Judges and Merit Systems Protection Board Administrative Judges.

Mr. Gilbert has authored many publications in the area of federal sector employment law. He has authored and updated *Compensatory Damages and Other Remedies in Federal Sector Employment Discrimination Cases*, an exhaustive review of the damages available to victims of employment discrimination. He also wrote and updated the *Deskbook for Disability Discrimination in the Federal Sector*. He has co-authored the *EEO Update*, which summarizes recently published decisions of the EEOC. Mr. Gilbert has also authored a variety of other publications that have appeared in various bar association and trade journals.



# Merit Systems Protection Board



## **GRACE CARTER**

**GRACE CARTER** became an Administrative Judge for the Board on October 15, 2007. Grace began her Federal service in April 2001 when she was employed as an Assistant Regional Counsel with the Office of General Counsel, Region IX, Social Security Administration. Much of her professional career, from 1986 – 2001, was spent in private practice in Denver, Colorado. She began her career as an analyst in the Law and Education Center, Education Commission of the States in Denver.

Grace graduated from the University of Virginia with an undergraduate degree in Government and Foreign Affairs in 1978; and from the law school in 1981. She is licensed to practice law in Colorado. She and her husband, Ronald Carter, have a blended family consisting of 5 children, and 3 grandchildren. In her “spare” time, Grace is involved in several activities within her church, and participates regularly in a local running group.

**Gul Chaudhry** is an Equal Employment Specialist, Office of Federal Operations, U.S. Equal Employment Opportunity Commission (EEOC). She came to the EEOC in 2008 as an Intake Specialist, and then assumed a position as a Federal Investigator Private Sector in 2009. As an Investigator, she investigated charges of employment discrimination, filed under federal statutes including, Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, the Americans with Disabilities Act of 1990 and the Equal Pay Act of 1963. She has participated in numerous Outreach events, Community Forums, and Diversity Fairs. She has provided technical assistance to employers, unions, employment agencies, city/state/local governmental entities, educational institutions and various community organizations, in efforts to educate and promote EEO in the workplace. In 2014, she obtained a position with the Office of Federal Operations in the Federal Sector Program, Agency Oversight Division. In her new capacity, she is responsible for providing oversight and technical assistance to Federal Agencies by monitoring mandated reports including MD-715, conducting thorough barrier analysis of workforce data, and reviewing policies and procedures of mandated programs including Reasonable Accommodation, and Anti-harassment programs. She has assisted in the development of numerous training materials and is in the process of developing a course offered through EEOC Training Institute. Ms. Chaudhry is a Collateral Duty Trainer for the Office of Federal Operations, U.S. EEOC. In fall 2015, she participated at the U.S. Peace Institute seminar as a panelist for *Religious Discrimination in the Workplace*. Most recently, she served as a panelist at the FY16 Program Analyst National Conference, U.S. EEOC discussion for *Anti-Muslim Discrimination*. Ms. Chaudhry is a proud Board Member of Federal Employees with Disabilities (FEDs), EEOC Chapter.

## Biography for Heidi S. Schandler

Heidi Schornstein Schandler began her tenure with the Equal Employment Opportunity Commission, Office of Federal Operations (OFO), in 1992, serving as a staff attorney in OFO's Appellate Review Programs (ARP). Later, as a senior staff attorney in ARP, she was involved in the adjudication of numerous cases involving complex or novel Federal-sector issues, including compensatory damages, jurisdiction of the Commission, and telephonic and videographic hearings. During these years, Ms. Schandler developed expertise in the areas of disability law, remedies, and enforcement. In 2005, desiring to expand the scope of her work for the Commission, Ms. Schandler accepted the position of supervisory attorney in the Affirmative Employment Division (AED) (now known as the Agency Oversight Division) of OFO's Federal Sector Programs. She was subsequently detailed as Director of AED. In that position, she oversaw the Management Directive 715 (MD-715) reporting program, under which Federal agencies work to achieve Model EEO Program status. In 2008, Ms. Schandler returned to ARP as a supervisory attorney in ARP's Review Division, responsible for a team of staff attorneys adjudicating a wide variety of complex appeals. In 2015, Ms. Schandler became Director of ARP's Review Division, managing a cadre attorneys on the leading edge of Federal-sector case law. Ms. Schandler is a graduate of Rutgers University (BA, Economics/English) and the University of Akron School of Law (JD).



# Merit Systems Protection Board



## **HOLLY L. PARKS**

**Holly Parks** became an administrative judge in the Western Regional Office in June 2014. Judge Parks' federal career began in July 2006 as a regional attorney with the Department of Health and Human Services (HHS). While with HHS she provided legal advice in myriad areas of law to several client agencies, including the Indian Health Service, FDA, Centers for Medicare & Medicaid Services, and Administration for Children and Families. Immediately following law school graduation, Ms. Parks was selected as a Fellow Assistant Attorney General with the Massachusetts Attorney General's Office after which she clerked for Justice Elspeth Cypher at the Massachusetts Appeals Court. Immediately prior to beginning federal service, she worked at a small boutique law firm focusing on medical malpractice defense.

Judge Parks received her J.D. from Northeastern University School of Law. She also has a Master of Social Work from Tulane University and a B.S. in Psychology from the University of Alabama at Birmingham.



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**Office of Federal Operations**  
**P. O. Box 77960**  
**Washington, D.C. 20013**

**Bio for Jamie L. Price**

Jamie Price, is the Assistant Director of Federal Sector Programs, Special Operations Division, and a senior Attorney for the Equal Employment Opportunity Commission, Office of Federal Operations, Federal Sector Programs. During her seventeen years at the Commission, Ms. Price has served as an Appellate Adjudicator in the Appellate Review Programs Division and as the Training Coordinator for Federal Sector Programs Revolving Funds training. Ms Price previously served as the Acting Director of the Complaints Adjudication Division restructured as the Reports and Evaluations Division in FY 2014. Ms Price currently serves in the Special Operations Division which coordinates agency pilot programs, Form 462 submissions, the enhanced compliance enforcement section, publishes the EEO Digest, annual reports and stakeholder guides.

Ms. Price served as an Attorney at the U. S. Merit Systems Protection Board, Office of Appeals Counsel prior to joining the Commission. She received her J.D. from Howard University School of Law and her B.A. from the University of Oklahoma. Ms. Price proudly served ten years with the United States military, serving in both the United States Army and the United States Air Force.

## Janet Cook Canary

Janet Cook Canary serves as the Systemic Investigation Program Manager and functions as the national systemic coordinator for the EEOC's systemic investigations. In that role she is responsible for ensuring that the national systemic investigations program covers a wide range of issues and bases and is consistent with the goals set forth in the Agency's Strategic Enforcement Plan. She assists field offices in coordinating their systemic work and supports close coordination between legal and enforcement staff. Ms. Cook Canary also recommends policies, practices and procedures that serve to advance the systemic program, allocates resources, provides technical guidance and training on the development of systemic investigations, and assists the district offices in creating systemic plans. Prior to working as the Systemic Investigations Program Manager, Ms. Cook Canary served in the Office of General Counsel as a senior attorney in the Litigation Advisory Unit. Ms. Cook Canary holds a JD degree from Cornell Law School and a BA and an MA from Allegheny College.





**Jennifer Brown Shaw, Esq.**

Jennifer Brown Shaw is a founding partner of Shaw Valenza LLP. A well-respected expert in employment law for more than 20 years, employers rely on Jennifer to provide practical advice and counsel on a broad range of employment law issues. She is a trusted advisor to HR professionals and leadership teams in a wide variety of organizations and industries.

Jennifer has developed a national reputation for providing innovative and entertaining workplace training to management and non-supervisory employees. She knows that the most important part of training is the trainer. She uses case studies, audience participation, and storytelling to bring employment law to life. Through private, on-site sessions; open public sessions; and webinars, she trains approximately 10,000 people each year.

Jennifer also offers considerable expertise in conducting effective internal investigations. In addition to regularly training and advising clients on this important topic, she personally conducts investigations each year for private and public employers. She is often called in to assist with challenging or high-profile matters.

A frequent speaker on employment law topics, Jennifer has been a guest on CNN and local television and radio. She regularly authors articles for legal newspapers, and is consistently one of the top rated speakers at the Society of Human Resource Management's national conference. Her clients include several national retailers, the California Chamber of Commerce, various state and local agencies and many small, local businesses, and non-profits.

Named by Northern California Super Lawyers magazine as one of the top attorneys in California every year since 2009, Jennifer has received numerous other awards, including the Sacramento Business Journal's "Best of the Bar" designation and recognition as the number one rated speaker at the 2014 international conference for the Society for Human Resource Management. Jennifer is also a member of the Association of Workplace Investigators.

After receiving a Bachelor of Arts degree in economics with honors from the University of California, Santa Cruz, Jennifer graduated magna cum laude from the University of San Francisco School of Law, where she was the editor-in-chief of the Law Review.

Before co-founding Shaw Valenza LLP in 2006, Jennifer was a partner in one of the country's largest employment and labor law firms.

**Jeremy D. Wright**  
**Kator, Parks, Weiser & Harris, P.L.L.C.**

Jeremy D. Wright is a Partner with Kator, Parks, Weiser & Harris, P.L.L.C., where he has worked in both the firm's Washington, D.C. office and Austin, Texas office. Mr. Wright's practice concentrates on representation of employees before state and federal courts, the EEOC, and the MSPB, in both individual and class action litigation. Mr. Wright serves as the Chair of Kator, Parks, Weiser & Harris's Class Action Practice section.

Mr. Wright has served as class counsel in numerous EEOC class actions, including cases against the Department of Justice, the FBI, the Department of Transportation, the Social Security Administration, the Department of Veterans Affairs, and the U.S. Postal Service. Mr. Wright was awarded the 2007 Texas Law Fellows Excellence in Public Interest Law Award, and has been named a Super Lawyer Rising Star in Texas and Washington between 2005 and 2015.



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Office of Outreach & Ombudsman  
Joe Bontke

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**Agency:**

U.S. Equal Employment Opportunity Commission (EEOC): The EEOC works to make a difference in the lives of those we serve. From briefcases to lunch-boxes, hardhats to hand-helds, we are a nation of workers facing opportunities unlike any other. By promoting equality of opportunity and enforcing laws, prohibiting employment discrimination our efforts can help businesses work to make a strong and prosperous nation secured through a fair and inclusive workplace.

**Brief Bio:**



Joe Bontke is the acting deputy director for the Houston District office of U.S. Equal Employment Opportunity Commission. Joe has been in the field of Human Resources & Civil Rights for the past 27 years & has experience in employment law and adult education. With a Bachelor's in Philosophy and a Masters in Education, he has been a Human Resources Director, a Training Coordinator for the American Disabilities Act (ADA) Technical Assistance Center for Federal Region VI, was appointed as Assistant Professor at Baylor College of Medicine & was recently commissioned an honorary Admiral in the Texas Navy. Using his entertaining style, Joe has educated groups throughout the country & most recently, his work at the EEOC has enabled him to empower employers and employees with the understanding they need to work effectively at their jobs. Joe's philosophy of education is - that 90% is knowing where to find the information ... when you need it.

**Joel Kravetz** became the Civil Rights Program Manager at the Nuclear Regulatory Commission (NRC) in January of 2013. In this role, Mr. Kravetz manages the NRC's Civil Rights Program to ensure that counseling, alternative dispute resolution, investigations and other related processes are timely and properly handled. Mr. Kravetz also develops policies, provides guidance and advice to the Director, and conducts internal and external training on a wide variety of EEO related topics. Prior to joining NRC, Mr. Kravetz served a dual role as a Supervisory Administrative Judge in the EEOC's Washington Field Office and as one of the Commission's Acting National Hearings Coordinators. Mr. Kravetz first joined EEOC in the summer of 1997 as an Attorney-Advisor in the Office of Federal Operations (OFO) drafting decisions and assisting the Director of OFO with developing and delivering outreach and training. He helped develop the New and Continuing EEO Counselor Training courses and the course on the revisions to the 1614 Regulations. In 2001, Mr. Kravetz became an Administrative Judge in the Commission's Washington Field Office. In 2003, Mr. Kravetz was detailed to the United States Attorney's Office in Washington, D.C., where he served as an Assistant United States Attorney prosecuting criminal cases in D.C. Superior Court. Prior to joining the EEOC, he was employed as an in-house labor and employment attorney at a Fortune 500 company and volunteered as an attorney and mediator at the Massachusetts Commission Against Discrimination. He has also worked in human resources for six years at an International Publisher and International Software Company. Mr. Kravetz received his B.A. in International Studies at the College of William and Mary, his J.D. *cum laude* from Suffolk University Law School's Evening Division, and a Master of Laws degree in Labor and Employment Law, *with distinction*, at Georgetown University Law Center. In the Spring of 2002, Mr. Kravetz published an article in the University of Pennsylvania's Journal of Labor and Employment law entitled: *Deterrence v. Material Harm: Finding the Appropriate Standard to Define an "Adverse Action" in Retaliation Claims Brought Under the Applicable Equal Employment Opportunity Statutes.*

## **John J. Morris**

John J. Morris currently serves as the Unit Chief for the Worksite Enforcement Unit and the Identity and Benefit Fraud Unit for the U.S. Immigration and Customs Enforcement (ICE), Homeland Security Investigations (HSI), headquarters office. The Worksite Enforcement Unit oversees ICE's efforts to deter employers from exploiting undocumented workers while creating a culture of compliance by educating employers that compliance is in their best interest, while the Identity and Benefit Fraud Unit oversees ICE's efforts to target criminal enterprises and individuals who pose a threat to national security and public safety through the perpetration of identity fraud and immigration benefit fraud.

Prior to this assignment, Special Agent Morris served in several positions at HSI headquarters to include, Special Assistant to the Director and Congressional Fellow. John J. Morris began his law enforcement career as a Special Agent in New York with the legacy Immigration and Naturalization Service where he served for 16 years. Special Agent Morris was then promoted to Group Supervisor with HSI in Newark, NJ where he oversaw the office's Document and Benefit Fraud Task Force and Human Smuggling group.

## **JOHN SIM**

John Sim is the Assistant Director for Equal Employment Opportunity (EEO) Complaints Management at the U.S. Department of Justice's (DOJ) Justice Management Division. Mr. Sim's responsibilities include administration of the EEO complaints process from intake through investigation; provision of authoritative technical advice and training to management officials and employees on all matters related to the EEO process; development of policies, in consultation with DOJ Legal Counsel, to stimulate progressive EEO management policies; and strategic development of new EEO programs and initiatives.

Prior to joining DOJ, Mr. Sim served as a Supervisory Senior Analyst in the U.S. Department of Homeland Security's (DHS) Office for Civil Rights and Civil Liberties (CRCL), where he lead the adjudication of DHS's EEO complaints through drafting and issuance of merit and procedural final agency actions. Mr. Sim also advanced Departmental EEO initiatives, led the development of a DHS EEO Council's strategic plan, and provided training to management and employees on all areas of EEO law. Also while at DHS, Mr. Sim served as the Acting EEO Director of DHS Headquarters EEO Office, which provided complaints processing and diversity services for the programs falling within the DHS Office of the Secretary.

Prior to joining DHS, Mr. Sim worked at DOJ's Civil Rights Division, Complaint Adjudication Office, and prior to joining the federal sector, Mr. Sim worked in private practice as an Associate at the law firm of Akin, Gump, Strauss, Hauer, and Feld LLP in Washington, D.C. Mr. Sim earned his law degree from the American University's Washington College of Law and completed his undergraduate education at the University of Pennsylvania.

**JOSEPH V. KAPLAN**, a founding principal of **Passman & Kaplan, P.C.**, received his undergraduate degree from the Pennsylvania State University in 1975, and his Juris Doctor in 1978 from Gonzaga University. In 1979, Mr. Kaplan received a Master of Laws, LL.M. from the George Washington University National Law Center, specializing in Labor and Employment Law.

Mr. Kaplan's first position was with the National Treasury Employees Union (NTEU), where he was involved in labor litigation and negotiations. In 1986, Mr. Kaplan entered the private practice of law, concentrating in labor and employment law, as an associate with the firm of Passman & Broida. In January 1989, Mr. Kaplan opened his own legal practice under the name of Joseph V. Kaplan, P.C. By the end of that year, Messrs. Passman and Kaplan agreed to merge their firms under the name of Passman & Kaplan, P.C.

Mr. Kaplan continues to concentrate his practice in the areas of employment, labor, and discrimination law. While primarily representing Federal and D.C. Government employees and labor unions of the Federal and District of Columbia Governments, he also represents private sector employees. Mr. Kaplan's practice involves litigation in the U.S. Courts of Appeals, the U.S. District Courts, the U.S. Court of Federal Claims, the D.C. Court of Appeals and the D.C. Superior Court, and such administrative agencies as the U.S. Merit Systems Protection Board (MSPB), the Federal Labor Relations Authority (FLRA), the U.S. Equal Employment Opportunity Commission (EEOC), the Defense Office of Hearings and Appeals (DOHA), the Federal Mediation and Conciliation Service (FMCS), the Federal Service Impasses Panel (FSIP), the D.C. Human Rights Commission (DCHRC), the D.C. Office of Employee Appeals (OEA), and numerous arbitrators. In 2005, Mr. Kaplan obtained a jury verdict of \$3M for a P&K client in a disability rights law suit against the U.S. Department of Commerce.

Mr. Kaplan was twice elected as the National President of the Society of Federal Labor and Employee Relations Professionals (SFLERP) and is active in various professional organizations, such as the National Employment Lawyers Association (NELA) and the Washington Metropolitan Employment Lawyers Association (MWELA). Mr. Kaplan has written a number of published articles concerning federal labor relations, and for six years was the author of the *Federal Merit Systems Year Book*, a leading reference book on the Merit Systems Protection Board, published by the Labor Relations Press. Moreover, Mr. Kaplan is the lead editor and co-author of the *Federal Employees Legal Survival Guide*, now in its third edition, and is co-author of *Litigating Federal Sector Employee and Labor Disputes: A Practitioner's Handbook* by Dewey Publications. Mr. Kaplan has also served as a court-certified expert witness on MSPB procedures in U.S. District Court. In 2008 he was selected to be a Fellow of The College of Labor and Employment Lawyers, Inc.

Since 2009, Joe has served on the adjunct faculty of American University's School of Public Affairs teaching graduate courses in legal issues in public administration. Since 2015, Joe has served on the adjunct faculty of American University's Washington College of Law teaching Lawyer Bargaining. Joe is the author of the chapter entitled "Leading in the Context of Constitutional Government" in the upcoming *Handbook of Federal Leadership & Administration: Transforming, Performing, and Innovating in a Complex World* edited by: David H. Rosenbloom, Patrick S. Malone, and Bill Valdez, expected publication January 2017.

Mr. Kaplan is a member of the bar of the U.S. Supreme Court, as well as various U.S. Courts of Appeals and District Courts. Mr. Kaplan is an active member of the bars of the District of Columbia and the State of Maryland.



**Juan C. Vaca** began his federal service in 1995 in the U.S. Coast Guard conducting search-and-rescue operations at Coast Guard Station Golden Gate Bridge. Additionally, from 1995-1999, Juan deployed numerous times to South America for counter narcotics interdiction. In 2006, Juan changed career paths and began working at U.S. Equal Employment Opportunity Commission as a Bilingual Investigator. Throughout his career Juan investigated and settled hundreds of employment discrimination cases before changing roles in 2010 and becoming a Mediator in the EEOC's Alternative Dispute Resolution division. Since then, Juan has successfully mediated over eight hundred cases, totaling millions of dollars in settlement monies. In 2012, while still at the EEOC, he graduated from the Federal Executive Board's – Executive Development Program. Juan earned a B.A. in Political Science from UC Berkeley in 2005.

### Biographical Sketch - Julie Procopiow Todd

Julie Procopiow Todd has been an Administrative Judge in the Equal Employment Opportunity Commission's Philadelphia District Office since 1994, conducting hearings on complaints of employment discrimination filed by Federal employees and applicants for Federal employment. Prior to that, she served as an Administrative Judge in the EEOC's New York District Office and in the Baltimore District Office.

She has received extensive training, and certification, in mediation and has participated in several outreach and training programs for the EEOC over the years such as the Youth @ Work Initiative. In addition, she has served as a presenter for, and coordinator of, the Advanced Mediation track of the EEOC's annual EXCEL Conference since 2007. Ms. Todd has presented at the Department of the Interior's Personnel Symposium and for the Federal Employment Law Training Group, and conducts training for the EEOC's Office of Federal Operations' Training & Outreach Division.

In addition, she is the coordinator of the Philadelphia District Office Hearings Unit's pilot settlement program called the EASE (**EEOC Administrative Settlement Envoy**) Initiative. The EASE Initiative fosters earlier and more efficient resolution of Federal Sector EEO disputes by using a cadre of well-trained volunteers to serve as settlement officials, or "Envoys".

Ms. Todd began her legal career as the Law Clerk to Robert I. H. Hammerman, Chief Judge of the Baltimore City Circuit Court. She subsequently joined the EEOC's Baltimore District Office as a Trial Attorney, filing suits of discrimination against private employers in Federal district court.

Ms. Todd graduated *cum laude* as a Commonwealth Scholar from the University of Massachusetts/Amherst where she earned a B.A. in English. She received her J.D. from the University of Baltimore School of Law, where she was a member of the Labor Law Moot Court Team.

## Kathleen Aram Biography

Ms. Aram developed an expertise in the Federal Sector Equal Employment area by working in an assortment of key positions, primarily with the Equal Employment Opportunity Commission. She began her federal civil service career working on appellate cases, then was assigned as an Administrative Judge, Washington Field Office, where she later was promoted to the position of Supervisory Administrative Judge. Her long career with the EEOC includes being a Special Assistant to the Chairman, a senior Appellate Review Attorney, an attorney advisor in external litigation in the Office of General Counsel, and before her retirement, "Hearings Coordinator" with the Office of Field Programs. Ms. Aram's civil service career was not limited to just working with the EEOC. She worked as a Special Assistant United States Attorney for the US Attorney's Office for the District of Columbia; as agency personnel defense counsel for the Department of Commerce; and oversaw complaints processing as an attorney advisor at the Smithsonian Institution's Office of Equal Employment and Minority Affairs. In retirement, Ms. Aram spends most of her time as legal advisor, chauffeur, go-fer and cook for her daughter and husband. On days off, she investigates EEO complaints for private contractors, mediates EEO complaints, presents trainings for the EEOC, writes final agency actions for another agency, and lends her services to other lawyers.

Ms. Aram received her bachelor's degree from Russell Sage College and her law degree from George Mason University. Ms. Aram is admitted to practice in the District of Columbia.



# Merit Systems Protection Board

## **KELLY M. HUMPHREY**

**Kelly M. Humphrey** is an Administrative Judge with the Merit Systems Protection Board's Western Regional Office in San Francisco, California. Prior to joining the MSPB's Denver Field Office in 2006, she was with the U.S. Equal Employment Opportunity Commission as an Administrative Judge in Denver, Colorado since May 1999, and as a Trial Attorney in Phoenix, Arizona, from 1994 to 1999. Before her federal service, she worked for the law firm of Snell & Wilmer in Phoenix, Arizona, where she represented corporate clients in employment and labor law matters. Ms. Humphrey attended the University of Nebraska College of Law, where she was a member of the Nebraska Law Review and a Regents Scholar. Judge Humphrey obtained her J.D. in 1991. Currently, she is licensed to practice law in Colorado.

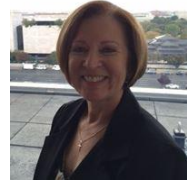
### **Kerri Bandics**

Kerri Bandics has served as an attorney with the U.S. Department of Agriculture (USDA), Office of the General Counsel since 2007. Her primary duties include representing USDA agencies in administrative employment litigation before the Equal Employment Opportunity Commission and the Merit Systems Protection Board. Ms. Bandics received a Bachelor of Arts degree from Stonehill College in North Easton, Massachusetts. After moving west, Ms. Bandics attended Golden Gate University School of Law in San Francisco, California, where she served as Journal Editor for the *Ninth Circuit Survey* and held judicial externships with two Federal judges. After graduating law school, Ms. Bandics spent two years working as an Attorney Advisor with the U.S. Department of Labor, Office of Administrative Law Judges in San Francisco, which conducts adjudicatory proceedings in cases arising under various labor-related statutes.

**Krista Watson** serves as the Program Analyst for the Phoenix District Office of the U.S. Equal Employment Opportunity Commission (EEOC). As the Program Analyst she is responsible for the Phoenix District Office's Outreach and Education program in Arizona, New Mexico and Utah. Ms. Watson is a frequent speaker throughout the District about employment related matters, EEOC laws, guidance and procedures and she is a featured speaker at many conferences and meetings. In addition to her duties in the Phoenix District, she is a frequent trainer on national training projects. Before serving in this position, she was an Investigator and the Charge Receipt Supervisor. As an Investigator, Ms. Watson investigated individual and class complaints of employment discrimination. Prior to joining the Commission, over twenty years ago, Ms. Watson worked for the Department of Justice. She received her M.A. and B.A. from Western Illinois University

**LINDA A. STRACKE**  
Executive Leadership Coach

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Linda Stracke is a certified executive coach for government and other leaders, and a practicing federal executive. Having served in the Senior Executive Service in key leadership positions for more than 20 years, she brings a unique perspective to leadership from her depth and breadth of experience. She partners with clients to help them achieve their goals by enhancing their critical thinking, problem solving, and communications to foster resilience, expand effectiveness, and overall wellbeing. Her ultimate goal is to equip executives, leaders and individuals with the tools they need to be their own coach.

Linda earned an M.P.A from American University, Washington, DC, and a B.S. in Accounting from the University of Maryland. She has been a guest speaker for the Office of Personnel Management and the executive sponsor for various leadership development programs. She also taught leadership courses for the American University master's degree program. Linda is a graduate of the George Mason Leadership Coaching for Organizational Performance program, and a recognized coach of the International Coach Federation. She is currently piloting a leadership development program based on the best-selling book "Language and the Pursuit of Leadership Excellence" by Chalmers Brothers and Vinay Kumar.

### **Louis Lopez**

Louis Lopez is the Associate Special Counsel at the U.S. Office of Special Counsel, where he manages the investigation and prosecution of cases under the Whistleblower Protection Act, the Hatch Act, and USERRA. Prior to joining OSC, he served as the Deputy Chief in the Civil Rights Division of the U.S. Department of Justice, where he managed employment-discrimination and retaliation cases. In both positions, Mr. Lopez worked on cases involving protections for LGBT workers under various federal employment laws. Additionally, Mr. Lopez previously served as Counsel to the EEOC Chair and Counsel to the FBI's EEO Officer. Mr. Lopez currently sits on the Board of Directors for the DC Center for the LGBT Community, and previously served a three-year term as a member of the American Bar Association's Commission on Sexual Orientation and Gender Identity. He received a J.D. from Harvard Law School and an LL.M. in Labor and Employment Law from Georgetown University Law Center.





**FMCS**

**FEDERAL MEDIATION &  
CONCILIATION SERVICE**

## SPEAKER'S BIO



### **LU-ANN J. GLASER**

**MANAGER, NATIONAL PROGRAMS AND INITIATIVES  
DIRECTOR, ADR AND INTERNATIONAL SERVICES  
FEDERAL MEDIATION AND CONCILIATION SERVICE**

Lu-Ann Glaser is the Manager of National Programs and Initiatives for the Federal Mediation and Conciliation Service (FMCS), overseeing the multi-departmental structure serving as a new center of creativity, innovation, field support, and, most importantly, a critical link between field and national office operations. This office includes ADR and International Services, Education and Training, and National Field Programs and Innovation.

Previous to this position and continuing in her new role, Ms. Glaser serves as the Director of ADR and International Services for FMCS. She began her career at the Agency in 2003 as a Commissioner, mediating collective bargaining disputes, individual employment complaints, and grievances, as well as providing training and facilitation to labor-management groups in a wide range of topics relative to relationship development and conflict resolution skills. As Director of the Office of ADR and International Services, Ms. Glaser is charged with overseeing the Agency's work under the statutory authority of the Administrative Dispute Resolution Act by promoting the mission of advocating and supporting the use of ADR processes throughout the Federal government.

Ms. Glaser has extensive experience in domestic and international project areas including mediation, training, complex multi-party facilitation, dispute systems design, conflict coaching, facilitated dialogues, relationship-building, labor dispute system analysis and consultation, and delivery of services using remote technologies. She has developed, designed, and delivered programs dealing with intergenerational communication in the workplace for a variety of audiences—Federal agencies, unions, and other organizations as well as innovative programs on inquiry skills and conflict neuroscience for neutrals, problem-solvers, and leaders and has been at the forefront of the Agency's efforts to meet the demands of the 21<sup>st</sup> century through the delivery of dispute resolution, training, and outreach services using cutting-edge technologies. On the international front, she has also developed and delivered training in mediation and negotiation skills for labor inspectors in Morocco as well as providing critical project development guidance and support for conflict resolution training programs in countries such as China, Lesotho, Taiwan, Bangladesh, Burma, Sri Lanka, Honduras, Haiti, and Vietnam.

Prior to her appointment as Commissioner, Ms. Glaser was President of the Keystone Area Local of the American Postal Workers Union, AFL-CIO, partnering with FMCS on joint projects between the United States Postal Service and the American Postal Workers' Union aimed at improving labor-management relationships from 1998 to 2003. She holds a Bachelor of Science degree in Organizational Leadership with highest honors as well as certificates in Labor Studies and Industrial Relations and Organizational Communication from Penn State University. In 2011, she was the recipient of the Agency's highest award, "The Director's Award."

## **LUCILA G. ROSAS**

Lucila (Lucy) G. Rosas is a Special Assistant/Senior Attorney Advisor to the General Counsel at the U.S. Equal Employment Opportunity Commission (EEOC). In that capacity, she advises the General Counsel on a wide variety of issues, including litigation, appeals, amicus briefs, EEOC guidance and policies. She also serves as the Lead Coordinator of the EEOC's Immigrant Worker Team (IWT), a team established to develop and implement a comprehensive plan to address issues affecting immigrant workers, including issues related to farmworkers and human trafficking.

Prior to this position, Ms. Rosas was an Administrative Judge with the Denver Field Office of the EEOC where she presided over federal sector employment discrimination cases.

From 1999 until 2010, Ms. Rosas was a Senior Trial Attorney with the legal units of both the Phoenix and the San Francisco District Offices where she litigated employment discrimination cases on behalf of the EEOC. As a trial attorney, Ms. Rosas developed and litigated many cases on behalf of victims of discrimination, including large class actions and cases involving farmworkers. For example, Ms. Rosas developed and litigated the case *EEOC/Tamayo v. Harris Farms, Inc.*, a landmark case involving egregious sexual assault and retaliation of a farmworker woman by her supervisor. A jury awarded Ms. Tamayo nearly \$1 million - the first federal jury verdict of this kind. Other farmworker and immigrant cases include *EEOC v. Coastal Valley*, (\$200,000 settlement for farmworker women who were victims of sexual harassment, constructive discharge and retaliation); *EEOC v. Prima Frutta, et al.* (\$235,000 settlement in national origin harassment class case involving farmworkers); *EEOC v. Go Daddy Software, Inc.* (\$390,000 jury verdict for a Moroccan and Muslim worker subjected to retaliatory termination); *EEOC v. Univ. of Phoenix and Apollo Group, Inc.* (\$1.875 million settlement for class of non-Mormon counselors subjected to religious discrimination and retaliation).

In 2015, Ms. Rosas was awarded the MAFO Government Employee Leadership Award (GELA) for her national work on behalf of farmworkers and immigrant workers. In 2011, Ms. Rosas received the Immigrant Liberty Award by the Colorado chapter of the American Immigration Lawyers Association (AILA) for her advocacy work on behalf of the immigrant community. She has also been a recipient of the EEOC's Chairwoman Award for her work in *EEOC v. Harris Farms* case.

Ms. Rosas obtained her B.A. degree in History and Ethnic Studies from U.C. Berkeley in 1991 and her J.D. from UCLA School of Law in 1995. Ms. Rosas resides in Denver, Colorado. She grew up in Southern California and is a former farmworker.

## BIOGRAPHY

### Madeline Caliendo

Madeline Caliendo, Esq. is the Associate Administrator for Civil Rights at GSA and has served in this position since 2000. Prior to that, Madeline served as an attorney at the US Equal Employment Opportunity Commission (EEOC) in both the Office of Legal Counsel and the Office of Federal Operations. At GSA, Madeline administers five programs:



- The Equal Employment Opportunity Program
- The Affirmative Employment Program
- The Nondiscrimination in Federal Financial Assistance Program
- The Nondiscrimination in Federally Conducted Programs and Activities Program
- The Environmental Justice Program.

Madeline is from Brooklyn, New York. She graduated from Abraham Lincoln HS in 1981, the State University of New York at Albany in 1985 and the American University Washington College of Law in 1988. Madeline is a member of the New York and District of Columbia Bars. She lives in Washington, DC.

## Mandana Massjouni

Mandana has been working professionally in the Information Technology software development field since 1994 after graduating from Virginia Polytechnic Institute & State University with a Bachelor of Science in Electrical Engineering. She has extensive experience in leadership, management, execution, development, definition, and strategy of software development projects. Mandana worked as a software engineer at many private companies, including General Dynamics, CSC, ASRC, OAO, Broadsoft and more; and she worked as a contractor to EPA, FERC, FCC, and DOL Federal Agencies.

Mandana's drive to develop the best possible solution and ensure it is as effective and efficient as possible won her the 2014 Chair's Silver Medal Award for Advancing Equality through Excellence – *For exceptional achievement characterized by uncompromising commitment to technical excellence, cultivating productive working relations and inspiring a sense of purpose and direction in self and others while demonstrating a keen ability to harness information and opportunities to advance organizational effectiveness and responsiveness.*

Mandana's competitiveness, intuition, initiative, drive, innovation, and leadership have made her a fierce manager in the world of federal application development - - breaking barriers for women in a world historically and most often ruled by men. That drive and leadership resulted in FedSEP being nominated for an ACT-IAC Excellence.GOV award in 2014 and in 2015 FedScoop 50 Awards.

Among her recent accomplishments:

**Federal Sector EEO Portal** – A Government to Government portal that allows federal agencies to have a single point of access to provide EEOC with their yearly MD-715 and Form 462 reporting as well as tracking and uploading digital case files for their Hearing and Appeal cases.

**Public Portal** – A Government to Citizen Portal that allows a Charging Party to track the progress of and obtain information about an investigation on their case of employment discrimination.

In September, more capabilities will be available on this portal where a Potential Charging Party can submit an inquiry about a discrimination case and will be able to schedule an interview with EEOC on his/her case before deciding to file a charge online.

**Respondent Portal** – A Government to private-organization portal where EEOC can interact with Respondent organizations over the course of an investigation of a charge of discrimination.

**Digital Charge System** – An internal system for EEOC users where Private Sector charge files will become fully digitized by end of September 2016. As a federal agency, the EEOC has a responsibility to streamline and make more efficient its service delivery to better serve the public. Executive Order 13571, "Streamlining Service Delivery and Improving Customer Service", requires that Federal Agencies improve the customer experience by expanding online services, increasing access from mobile devices, and creating innovative business solutions.

## **Marc J. Plotkin**

Since July 2014, **Marc J. Plotkin** has been an attorney in the Appellate Review Program at EEOC's Office of Federal Operations. He is responsible for reviewing appeals from federal agencies and employees on complaints of employment discrimination brought by those employees. Between March 2005 and June 2014, he served as an analyst, attorney-advisor, and supervisor in OFO's Federal Sector Programs, where he worked on helping agencies to improve their affirmative employment programs and prepare their annual MD-715 reports. The focus of his work has been mainly on barrier analysis, training agency EEO personnel to look at their policies, procedures, and practices and identify obstacles to open competition and upward mobility in the federal workplace. Between August 1987 and February 2005, he served two prior stints in appellate review and one on OFO's Technical and Legal Support staff, where, among other things, he was responsible for preparing articles and case summaries for the "Digest of EEO Law."

**Marcus L. Artis, MPA  
Agency Oversight Division  
Federal Sector Programs  
Office of Federal Operations  
U.S. Equal Employment Opportunity Commission**



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Mr. Artis served in the United States Navy as a Fleet Marine Force Hospital Corpsman from 2001 to 2007. In August of 2007, Mr. Artis started his civil service career as the Senior Education and Training Technician for the Southeast Region of the Navy College Program. In 2009, he transferred to the Department of Navy's Human Resources Service Center East, where he served as a Human Resources Assistant and a Human Resources Specialist. In 2011, Mr. Artis transferred to the Department of Navy's Human Resources Office, Norfolk, where he served as an Equal Employment Specialist, Trainer, Mediator, and iComplaints Administrator. In 2014, Mr. Artis started his career with the EEOC. He currently serves as an Equal Employment Specialist in the Federal Sector Programs, Agency Oversight Division. Mr. Artis provides technical guidance and assistance to federal agencies regarding all aspects of their EEO program. Mr. Artis is also a collateral duty trainer for OFO's Federal Training and Outreach Division. Mr. Artis has a Bachelors of Arts Degree in Human Resources Administration (Saint Leo University) and a Masters Degree in Public Administration (Old Dominion University). Mr. Artis is the current Membership Chair of EEOC's Blacks in Government (BIG) chapter.

**Marissa J. Suarez**

Marissa J. Suarez has served as an attorney with the U.S. Department of Agriculture (USDA), Office of the General Counsel since 1998. Her duties include representing USDA agencies in employment litigation before the Equal Employment Opportunity Commission and the Merit Systems Protection Board, and assisting the U.S. Department of Justice in defending Title VII cases in federal district court. Ms. Suarez received her B.A. and law degree from UCLA. After graduating law school, Ms. Suarez spent two years working as an associate at the employment law firm of Lippman and Associates in Washington, D.C., where she represented plaintiffs in state, federal and administrative courts.

**Marqui Willoughby** is a Federal Sector Appellate Attorney with the Equal Employment Opportunity Commission's (EEOC) Office of Federal Operations (OFO). As an Appellate Attorney, Marqui determines complainant and agency appeals of Administrative Judge and final agency decisions on federal employee discrimination complaints and has drafted over 1,500 appellate decisions, including decisions involving complex class complaint certification, reasonable accommodation claims, petitions for enforcement, settlement agreements, emerging and novel issues, and grievance appeals. Marqui has also provided extensive training and outreach on Commission regulations and guidance to managers, employees, and employee associations. He has also conducted field evaluations of agency EEO programs, led OFO work groups on federal sector equal employment opportunities for women and African Americans, and served as a special EEO investigator.

Previously, Marqui worked for Legal Aid of North Carolina as a Family Law litigator. Additionally, he has served as a Special Assistant United States Attorney for the United States Attorney's Office in Washington, D.C. In that assignment, Willoughby represented the U.S. Government as a prosecutor for criminal cases in the District of Columbia.

Marqui has a Juris Doctor from the University of North Carolina School of Law and Bachelor of Arts degrees in Journalism and Political Science from the University of North Carolina at Chapel Hill.



**Martin S. (Marty) Ebel** is the EEOC's Director of Field Management Programs. In this position he is responsible for investigative activity in the field, moving the agency's investigative files to electronic formats, and implementing the agency's Quality Enforcement Practices plan. He was formerly the Acting Director, and before that, the Deputy Director of the Houston District Office. Before joining the EEOC, he was General Counsel, and later, Commissioner of the Massachusetts Commission Against Discrimination (MCAD), where he ran the Commission's Springfield office, directed the agency's employment testing project, spearheaded a review and revision of the agency's regulations, and adjudicated employment discrimination cases. Before moving to Houston, Texas, he was twice named a Massachusetts Super Lawyer. Prior to joining the EEOC and MCAD, Mr. Ebel practiced discrimination law for more than a decade. Mr. Ebel's private practice included employment law for both management and employee clients, as well as defending public accommodation lawsuits. He has appeared before state and federal trial and appellate courts and has written, argued, and won two cases that were included in *Massachusetts Lawyers Weekly's* list of "The Most Important Opinions of 2001." Before moving to Houston, Mr. Ebel was an adjunct professor at Boston College Law School where he taught *Employment Discrimination*. He also lectured and conducted seminars before numerous businesses and organizations. Mr. Ebel was a regular member of the faculty of the Massachusetts Bar Association's annual employment and labor conference and the Massachusetts Continuing Legal Education Foundation's Employment Law Conference. He has been a featured speaker on multiple panels for the EEOC's annual FEPA and EXCEL conferences. Mr. Ebel is a 1994 graduate of Boston College Law School, where he was a member of the Jessup International Law Moot Court Team and was honored with the St. Thomas More Award—the Law School's highest award. He is a former President of BC Law School's Alumni Association.

**Mary Elizabeth Palmer** has been an administrative judge with the Commission's Baltimore Office since 1987. Prior to that she was in private practice for ten years. Since February 2004, she has been the Chief Administrative Judge of the Baltimore Hearings Unit. She has been a frequent speaker on behalf of the Commission to federal employees, managers, and counsel. Some of the topics she has spoken on include discovery, examination of witnesses, sexual harassment, reasonable accommodation and conducting an effective investigation. She has been a presenter at the Federal EXCEL program in 2004, 2005, 2006, 2007, 2008, 2010, 2012 and 2013 and has been on the Agenda and Planning committee for the EXCEL program since 2004. She is a member of the Maryland Bar Association Labor and Employment Law Section. She received her undergraduate degree from Bryn Mawr College and her J.D. from the University of Maryland.

MARY M. TIERNAN  
**U.S. Equal Employment Opportunity Commission**

Mary M. Tiernan has been employed with the U.S. Equal Employment Opportunity Commission since 1991. Since September 2007, she has served as the Program Analyst for the EEOC's Philadelphia District Office and manages the Philadelphia District Office's outreach and public affairs program. She provides training and technical assistance to employers and employees within the district. From 1991 through August 2007, she served as an EEOC Trial Attorney and Senior Trial Attorney, and litigated class action discrimination cases, and numerous individual cases, under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Age Discrimination in Employment Act and the Equal Pay Act. Prior to working for the Commission, Ms. Tiernan had a legal clerkship with the Honorable Angelo A. Guarino, of the Court of Common Pleas in Philadelphia, Pennsylvania. Ms. Tiernan graduated from Villanova University and Villanova University School of Law.

**Michael Looney** is the Disability Program Manager for the Transportation Security Administration (TSA), where he is working to increase the hiring of individuals with disabilities, creating an inclusive work environment for individuals with disabilities and providing guidance to the workforce on disability related matters. Prior to assuming his current position, Michael was employed as the National People with Disabilities Program Manager for the Federal Aviation Administration (FAA), where he was instrumental in increasing the hiring of individuals with disabilities, providing guidance on the reasonable accommodation process and ensuring awareness about disability related matters.

Previously, Michael was employed by the US Census Bureau as the Reasonable Accommodation Coordinator in the Office of Disability Programs. In his role, he played a key part in supporting employees with disabilities during the 2010 Decennial Census, the largest peacetime mobilization in history.

Michael's career in the disability field began in 2007, when he accepted a position as a Vocational Rehabilitation Counselor with the Pennsylvania Office of Vocational Rehabilitation.

Michael has a Master of Arts degree in Rehabilitation Counseling from Edinboro University of Pennsylvania and an Undergraduate degree in Human Resource Management from Shippensburg University of Pennsylvania.

Michael Currently resides in Arnold, MD with his wife and son, Conor James.

**Michael A Rojas, District Program Analyst**  
*U.S. EEOC, New York District*



**Michael Rojas** is the New York District Program Analyst for the Equal Employment Opportunity Commission (EEOC). He manages Community Outreach, Training and Media Relations for New York, the 13 northern counties of New Jersey, and all of the New England states. He began his career in the government with the United States Department of Labor, Office of Federal Contract Compliance Programs implementing various region-wide programs, training, consultation and administrative studies. Michael worked in the private sector as an HR Generalist with duties including payroll management, budget forecasting, recruiting, policy and guidance implantation and change management. He served in the United States Navy from 2001 – 2006 as a Personnel Specialist and completed 4 tours of duty including support in Operation Enduring Freedom and Operation Iraqi Freedom. He received 2 Navy and Marine Corps Achievement Awards and a Navy Unit Commendation. Michael holds a Bachelors Degree in Workforce Management and Education from Southern Illinois University Carbondale and his Masters in Human Resource Management from Long Island University Brooklyn Campus.

**Nina Paul** is an Attorney with the United States Postal Service in San Francisco, CA. In this position, she represents Postal Service in employment and labor law matters, primarily before the U.S. Equal Employment Commission and the Merit Systems Protection Board, as well as works with the U.S. Attorney's Office to defend the Agency in District Court and counsels Postal Service management on various labor and employment and other legal issues. Prior to joining the Postal Service, Ms. Paul represented both plaintiffs and defendants in employment actions in private practice. Ms. Paul earned a J.D. from the University of California, Hastings College of the Law, with a concentration in Civil Litigation, and a B.A., with honors, in Economics, from the University of California, Berkeley.

## **2016 EXCEL Presenter Proposal**

**Department of Homeland Security  
U.S. Citizenship and Immigration Services**

### **Okhee Shim -- Bio**

Okhee Shim is an Equal Employment Specialist at the Office of Equal Opportunity and Inclusion, U.S. Citizenship and Immigration Services, a Department of Homeland Security component agency. Prior to entering the federal sector, Ms. Shim practiced employment law as a litigator in Northern California, and has experience with both the plaintiff's and defense bars. She served in the Peace Corps in Indonesia and is currently learning her fifth language.



Patricia A. Shiu, appointed by President Obama in September 2009, is the Director of the Office of Federal Contract Compliance Programs at the U.S. Department of Labor. OFCCP enforces laws that make it illegal for contractors and subcontractors doing business with the federal government to discriminate in employment because of race, color, religion, sex, sexual orientation, gender identity, national origin, disability or status as a protected veteran, or because an applicant or employee has inquired about, discussed, or disclosed compensation.

Prior to 2009, Ms. Shiu served as Vice President for Programs at the Legal Aid Society-Employment Law Center in San Francisco. She represented workers in class action and individual employment discrimination cases involving sex, race, sexual orientation, national origin, religion, immigration status, disability, and domestic violence.

Ms. Shiu began her legal career with Pillsbury, Madison & Sutro in San Francisco. She served as President of California Women Lawyers in 1987 and Vice President of the National Employment Lawyers Association. She is the recipient of the Joe Morozumi Lifetime Achievement Award, the Abby J. Leibman Pursuit of Justice Award, the Pacific Asian American Women Bay Area's "Woman Warrior Award," and the Williams Institute's "Women in Leadership Award." Ms. Shiu is a graduate of the University of California, Berkeley and the University of San Francisco School of Law.



**Patricia L. St. Clair, Assistant Director  
Federal Sector Programs, Training and Outreach Division  
Equal Employment Opportunity Commission**



Patricia L. St. Clair is the Assistant Director of Federal Sector Programs, Training and Outreach Division, at the Equal Employment Opportunity Commission's Office of Federal Operations. Ms. St. Clair oversees the development, implementation and delivery of anti-discrimination and diversity training and outreach initiatives for the federal government and stakeholders. Prior to serving as Assistant Director, Ms. St. Clair was a Senior Attorney Advisor in the Agency Oversight Division of Federal Sector Programs which oversees federal agencies EEO and Affirmative employment programs. As a legal advisor to federal agencies, Ms. St. Clair provided regulatory guidance on Title VII of the Civil Rights Act of 1964 as amended, Age Discrimination in Employment Act, Equal Pay Act, Americans with Disabilities Act, Rehabilitation Act, Genetic Information Nondisclosure Act, Management Directive 110, Management Directive 715, and Executive Order 13583. In this position Ms. St. Clair also evaluated federal agencies' performance to ensure effective and efficient implementation of EEO and Diversity programs.

Possessing over twenty years legal experience specializing in equal employment opportunity, affirmative employment, labor and diversity in both the private and government sector, Ms. St. Clair is a seasoned professional in the area of employment and labor law, with specific expertise in employment discrimination, labor management relations and diversity and inclusion management. Ms. St. Clair presents on behalf of the Commission at EEO and Diversity conferences, symposiums and trainings in the federal, state and local governments as well as private sector.

Ms. St. Clair is a graduate of Tulane University School of Law and State University of New York College at Oswego. She is an active member of the American Bar Association and the New York State Bar Association.

## **PATRICK A. KOKENGE**

Patrick Kokenge was promoted to the position of Chief Administrative Judge for the U.S. Equal Employment Opportunity Commission's Miami District Office in May of 1991 from his position of Senior Trial Attorney in that office. Judge Kokenge supervises the District's Hearings Unit consisting of up to nine Administrative Judges with jurisdiction over federal civilian personnel in the State of Florida, except for the panhandle, and the Caribbean. The Administrative Judges hear the cases of employment discrimination appealed to the Commission from federal agencies domiciled in Florida and the Caribbean after the completion of an investigation.

In addition to his duties as the Chief Administrative Judge, Judge Kokenge was named the Acting Alternate Dispute Resolution Coordinator (ADR) for the EEOC's Miami District Office. He took on the additional responsibility of developing a program to significantly increase early resolution of EEO complaints in Florida for both the private and federal sectors in 1995. In June of that year, the Hearings Unit, under Kokenge's stewardship, was presented with a Chairman's award for their accomplishments in early case resolution in the federal sector. On January 17, 1999, a permanent ADR Coordinator was named for the Miami District Office. Judge Kokenge remained involved in the Mediation Program as a Special Assistant to the District Director, and in October 2000, he again took the reins as Acting ADR Coordinator for the Miami District Office. For the outstanding accomplishments of the ADR Unit during the year Judge Kokenge was the Acting Coordinator, it was presented with a Chairwoman's award. A permanent ADR Coordinator was named in September 2000. Judge Kokenge again began to focus more intently on early case resolution in the federal sector and, negotiated, on behalf of the Commission, a national agreement with the U.S. Postal Service to mediate virtually all Postal Service EEO complaints appealed to the Commission for a hearing. The rolling implementation of this national mediation program began in February 2002 and was fully implemented in January 2003. Judge Kokenge received the Chair Cary Dominguez's 2002 Organizational Award on behalf of the Commission for his efforts in establishing this National Mediation Program with the Postal Service. For fiscal year 2004, Judge Kokenge was presented with Another Organizational Award From Chair Dominguez for assisting the South Florida Federal Executive Board in organizing and implementing a mediation program open to all federal agencies in the South Florida area. He is a routine presenter at federal agency gatherings and other organization meetings in the areas of EEO law and mediation processes. In June of 2016, Judge Kokenge taught an administrative law workshop at Florida International University in their Masters of Public Administration Program.

Patrick Kokenge joined EEOC upon completion of his JD degree from Nova Southeastern University, Sheppard Broad Law Center in Fort Lauderdale. He is a former arbitrator and Florida Supreme Court Certified Civil Circuit and County Court Mediator. He has served as a panelist for the American Arbitration Association for labor and employment. Judge Kokenge is a member of the Florida Bar and a past co-chair of the Florida Bar's EEO Committee, Section on Labor and Employment.

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**  
**Washington, D.C. 20507**

Office of  
Legal Counsel

Peggy R. Mastroianni is Legal Counsel at the Equal Employment Opportunity Commission (EEOC). She is responsible for developing Commission guidance under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act, the Equal Pay Act, the Americans with Disabilities Act (ADA), and the Genetic Information Nondiscrimination Act (GINA), and for providing legal advice for the Commission on a wide range of substantive issues and administrative matters. Ms. Mastroianni directed the development of EEOC's final rules on Wellness Programs and the ADA and GINA (May 2016), a proposed revision of the EEO-1 Report to Collect Pay Data (April 2016), EEOC's Enforcement Guidance on Pregnancy Discrimination and Related Issues (June 2015), and the Enforcement Guidance on the Consideration of Arrest and Conviction Records in Employment Decisions (April 2012). She has also directed the development of Final Regulations on the ADA Amendments Act (March 2011) and on Title II of the Genetic Information Nondiscrimination Act (November 2010). Additionally, under Ms. Mastroianni's direction, the Office of Legal Counsel has developed policy documents addressing Religious Discrimination, Unlawful Disparate Treatment of Persons with Caregiving Responsibilities, Race and Color Discrimination, National Origin Discrimination, and a wide range of topics under the ADA. Ms. Mastroianni graduated from Cornell University, Harvard University Graduate School of Education, and the Fordham University Law School. She was elected a fellow of the College of Labor and Employment Lawyers in 2003; she received the Mary C. Lawton Award for Outstanding Government Service from the ABA Section of Administrative Law and Regulatory Practice in 2008; and, in 2009, she was named Federal Labor and Employment Attorney of the Year by the ABA's Section of Labor and Employment Law.

## RAYMOND T. CHEUNG

Raymond T. Cheung currently serves as a Senior Trial Attorney at the United States Equal Employment Opportunity Commission San Francisco District Office. Prior to joining the Commission in 1999, he worked as a housing and employment attorney for the Asian Law Alliance and also as an immigration attorney for multiple community-based organizations assisting immigrants and refugees in Alameda and Contra Costa Counties.

During his tenure at the EEOC, Mr. Cheung has litigated a variety of cases. Of particular note was his work in *Arnett & EEOC v. PERS*, an age discrimination case on behalf of older police officers and firefighters against the State of California. The resolution of this case resulted in the largest monetary settlement in the history of the Commission, valued at more than \$250 million in relief for the 1,700-plus class members.

More recently, Mr. Cheung litigated and settled *U.S. EEOC v. Lockheed Martin* on behalf of an African-American electrician who was subjected to racial slurs and threats. The \$2.5 million settlement represents the largest monetary recovery for an individual in an EEOC lawsuit and the largest public resolution of an employment case for a single individual in the state of Hawaii.

Currently, Mr. Cheung is involved in litigating systemic cases across the country involving the Americans with Disabilities Act and Age Discrimination in Employment Act.

**RITA BYRNES KITTLE**  
**EEOC Supervisory Trial Attorney**  
**Denver Field Office and Albuquerque Area Office**

Rita Byrnes Kittle is the Supervisory Trial Attorney for the Denver Field and Albuquerque Area Offices of the EEOC. Before joining the EEOC in 1999, Ms. Kittle was in private practice in the Denver area for 11 years, specializing in employment and labor law.

At the EEOC, Ms. Kittle has focused primarily on cases involving systemic discrimination and disability discrimination. Her successes at the EEOC include the following: *EEOC v. Patterson Drilling*, alleging nationwide racially hostile work environment, settled \$14.5 million; *EEOC v. Outback Steakhouse*, alleging nationwide failure to promote women, settled \$19 million; *EEOC v. Albertson's*, alleging racially hostile work environment, settled \$8.9 million; *EEOC v. Echostar Communications*, alleging discriminatory failure to hire, failure to accommodate, and unlawful testing procedures for a blind applicant, jury verdict for \$8 million in punitive damages; *EEOC v. Home Depot*, alleging hostile work environment and retaliation, settled for \$5.5 million; *EEOC v. Milgard Windows*, alleging racially discriminatory hiring practices, settled \$3.75 million.

Ms. Kittle received her Bachelor of Arts in Labor Studies from Antioch University in 1983, through the AFL-CIO George Meany Center for Labor Studies, College Degree Program. Ms. Kittle received her Juris Doctorate from the University of Denver College of Law in 1988. She received the Howard Jenkins Award of Excellence in the field of Labor Law.

Ms. Kittle is admitted to practice in Colorado and Nebraska, the U.S. Court of Appeals for the Tenth Circuit, and the United States Supreme Court. She served on the committee that drafted E-discovery rules adopted by the U.S. District Court for the District of Colorado, and co-authored Chapter 5, "E-Discovery in the Workplace: Employee Perspective", in the Bloomberg-BNA publication, *Workplace Data, Law and Litigation* (2013).

### **ROBBIE DIX III**

Robbie Dix, III, is the Associate Director, of the Office of Federal Operations, Appellate Review Programs of the United States Equal Employment Opportunity Commission. As the Associate Director, Mr. Dix is responsible for the final administrative adjudication of federal employee appeals from final agency decisions on complaints of unlawful employment discrimination. He directs staff attorneys in the review of administrative records, preparation and issuance of decisions, and provides legal advice on federal employee matters before the Commission.

The Office of Federal Operations decides appeals arising under Title VII of the Civil Rights Act of 1964, as amended; the Age Discrimination in Employment Act of 1967, as amended; the Rehabilitation Act of 1973, as amended; the Equal Pay Act of 1963; the Civil Service Reform Act of 1978; and the Genetic Information Non-Discrimination Act of 2008. The cited statutes prohibit employment discrimination based on race, color, religion, sex (including gender identity, sexual orientation, and pregnancy), national origin, age (over 40), disability, unequal pay because of sex, and genetic information. The Civil Service Reform Act establishes certain procedures unique to federal employees. The office decides over 4000 appeals a year and manages a docket of 5,000 receipts plus carryover inventory of 3500 appeals.

Mr. Dix began his employment at the Commission in 1972. He served as a trial attorney in the Offices of General Counsel and Systemic Programs. In those offices he prosecuted private sector discrimination cases and conducted investigations of systemic discrimination against major employers. Responsibilities included resolving a matter against a major airline; concluding the consent decree in *EEOC v. AT&T*; and negotiating the consent decree in *EEOC v. Local 580*.

Prior to joining the Commission, Mr. Dix worked as an attorney in the New York City Legal Services program. In that position he represented low-income residents of Harlem in a variety of general legal matters.

Mr. Dix graduated from Morehouse College, Atlanta GA, in 1967 and the New York University School of Law in 1970. He is admitted to practice before the Supreme Court of the United States, Southern District of New York, and the courts of New York.

**Roberta L. Steele** became the Regional Attorney for the San Francisco District Office of the Equal Opportunity Commission (EEOC) in November 2015. Before joining the EEOC, Ms. Steele was a partner at the law firm then known as Goldstein, Demchak, Baller, Borgen & Dardarian (Oakland, CA), where she spent 17 years litigating plaintiffs' employment discrimination and wage and hour class and collective actions nationally. She also served as the Program Director for the National Employment Lawyers Association (NELA) for two years directing the organization's broad range of continuing legal education and advocacy initiatives, including NELA's Amicus and Judicial Nominations Programs. Ms. Steele was an Executive Editor and Employee Reviewer for Lindemann & Grossman, Employment Discrimination Law, 5th ed. (2013) and 1st supp. (2014). She has been actively involved in the American Bar Association's Labor & Employment Law Section for many years and most recently served as the Employee Program Co-Chair for its Equal Employment Opportunity Committee. Ms. Steele is a frequent lecturer and panelist on subjects relating to the fair employment and wage and hour laws, class and collective actions, and litigation practice and procedure. She received her J.D. from Case Western Reserve University School of Law, Cleveland, OH, in 1993, where she was an Associate Editor and Notes Editor on its Law Review. In 1990, Ms. Steele graduated *summa cum laude* with a B.A. in English from the University of Massachusetts, Boston, MA.

**Rodney Klein**  
**U.S. Equal Employment Opportunity Commission**

**Biographical Information**

Rodney Klein graduated from the University of Texas at San Antonio, and was hired by the U.S. Equal Employment Opportunity Commission as an Investigator in 1992. Mr. Klein investigated individual complaints of employment discrimination, along with large class and systemic cases. He worked as a liaison between the EEOC and various fair employment practice agencies. And, he was the San Antonio Office's Charge Receipt Supervisor, responsible for receiving and processing all incoming discrimination complaints. Currently, Mr. Klein is the Dallas District's Outreach and Training Manager. He speaks to audiences about employment related matters, the civil rights statutes, and EEOC procedures, and he is a featured speaker at his office's yearly training seminar for employers.



**Rosa C. Franco, Chief Executive Officer  
Art of Resolution, LLC**

Rosa Franco is a unique leader in the realm of diversity and inclusion (D&I) consulting firms, as she is not only a subject matter expert in D&I, equal employment opportunity (EEO) and workforce conflict management, she is also a seasoned senior executive. As CEO of Art of Resolution, she leverages her subject matter expertise with the ability to lead teams and projects of varying sizes. Throughout her career, Ms. Franco has excelled at assembling teams to deliver outstanding results. She brings her proven record of consistently exceeding expectations to every project she leads.

Ms. Franco is a retired member of the federal Senior Executive Service with extensive experience guiding the strategic direction of D&I, EEO, and HR programs to include consultation and training design, development and delivery. Her experience directing department-wide policies on managing workplace conflicts to promote inclusion and employee engagement uniquely positions her to manage the delivery of diversity consultation and training. She has a proven track record of effective program management as evidenced by her execution of an annual budget of \$42M and leading a staff of 270 located throughout the country. Her office supported VA's workforce of over 320,000 employees.

Ms. Franco currently leads Art of Resolution, an emerging minority women-owned small business, founded in January 2014, that provides comprehensive and creatively integrated D&I, EEO and workplace conflict consulting, training and transactional services for the public and private sectors.

**Highlights of Ms. Franco's Relevant Experience**

Led the development and deployment of the Department of Veterans Affairs organizational climate assessment program. Components of the program included assessment of policies and procedures; online survey; focus groups and interviews; followed by a comprehensive report that included analysis and recommendations. Ms. Franco worked to recruit and train the staff that conducted these assessments throughout the Department.

Provided D&I, EEO, Workforce conflict management consultative services to senior executives throughout VA to promote effective conflict management, EEO and D&I activities that supported a diverse environment that was inclusive ultimately improving employee engagement.

Created training for senior executives that presented D&I, EEO and workforce conflict management in a cohesive manner with actionable advice.



# Merit Systems Protection Board



**Samantha Black** became an administrative judge in the Western Regional Office in March 2015. Judge Black joined the MSPB from the Department of the Army, where she worked in the Office of The Judge Advocate General in Washington, D.C. providing advice and counsel to various organizations within the agency on labor and employment law matters. Before she began her federal service, Judge Black was an associate with the law firm of Paul, Hastings, Janofsky & Walker LLP in Los Angeles and Chicago, where she specialized in employment counseling and litigation. Judge Black received her J.D. from UCLA School of Law. She also has a Master in Public Administration from Harvard Kennedy School of Government and a bachelor degree in Social Policy and Political Science from Northwestern University.

**Sarah Crawford** is Senior Attorney Advisor to Chair Jenny R. Yang of the U.S. Equal Employment Opportunity Commission. Ms. Crawford provides counsel regarding the full range of employment discrimination laws enforced by the Commission. Prior to joining the EEOC, she directed the Workplace Fairness Program at the National Partnership for Women & Families, where she handled issues surrounding fair pay, pregnancy discrimination, sexual harassment, equal opportunity, and other matters that impact working women and their families. Before joining the National Partnership, Ms. Crawford was senior counsel for the Employment Discrimination Project of the Lawyers' Committee for Civil Rights under Law. She litigated employment discrimination cases at trial and on appeal and co-authored amicus curiae briefs filed before the United States Supreme Court. She testified before Congress and the EEOC and advocated for legislation and policies aimed at strengthening equal employment opportunity protections. Ms. Crawford began her legal career with the U.S. Department of Labor as an attorney with the Civil Rights Division of the Solicitor's Office, where she litigated systemic employment discrimination cases involving federal contractors and recipients of federal financial assistance and provided advice on policy matters. Ms. Crawford also has co-chaired the Employment Task Force of the Leadership Conference on Civil and Human Rights. She received her undergraduate and law degrees from William and Mary in Williamsburg, Virginia.

**Ms. Sarah Morgan began her career as a Sign Language Interpreter in 2001 at the National Technical Institute for the Deaf (NTID) in Rochester, NY, where she earned her BS in Sign Language Interpreting and Theater, and her MS in Service Management and Leadership. In 2011, Ms. Morgan joined the Central Intelligence Agency's EEO office as a staff Sign Language Interpreter, and transitioned to the National Reconnaissance Office as a Reasonable Accommodations Specialist in 2013. Working with a variety of service dogs, in her roles as interpreter and Reasonable Accommodations Specialist, has prompted her desire to bring education on the vital role service dogs play in an accessible workplace.**

# Sasha Buchert

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Sasha joins Transgender Law Center from Basic Rights Oregon, the state's chief LGBT advocacy organization, where she was the Communications Manager, and most recently the Transgender Policy Organizer. She is a member of Basic Rights Oregon's legal advisory group, where she has worked on a wide range of transgender policy issues, and is a member of the Transgender Justice Working Group, a group of community members driving transgender justice forward in the state. She is a board member of the LGBT Bar Association of

Oregon, and is the current chair of the Oregon State Hospital Advisory Board, and is the first openly transgender person to be appointed to an Oregon state board. Sasha often presents "Know Your Rights" talks addressing LGBT legal rights and has hosted a community radio program focused on queer culture. She received her J.D. from Willamette University.



**Shelley Kahn** is a Supervisory Attorney in the Appellate Review Program at the Office of Federal Operations of the Equal Employment Opportunity Commission (EEOC or Commission). In that capacity, she manages a team of Appellate Attorneys who adjudicate and prepare federal sector decisions on the full range of appeals, petitions and requests for reconsideration handled by the Commission. She currently is the Coordinator of the Office of Federal Operations LGBT workgroup. Previously, she served as the Coordinator of the Office of Federal Operations year round Legal Internship program. She has also been employed as an Appellate Attorney and was also detailed to the Washington Field Office as an Administrative Judge. She has also served as a mediator in private sector cases for the EEOC's Washington Field Office. She was a Government Fellow to the American Bar Association's Committee on ADR in Labor and Employment Law and has served as a Vice Chair of the ABA's Section of Labor and Employment Law CLE National Programs Committee. She is a member of the New York State Bar and received her Juris Doctorate degree with honors from the National Law Center at George Washington University



## **Spencer H. Lewis, Jr.**

*District Director*

*Philadelphia District*

*U.S. Equal Employment Opportunity Commission*

In 1973, SPENCER H. LEWIS, JR., joined the U. S. Equal Employment Opportunity Commission as a Law Clerk with the Philadelphia Litigation Center. He subsequently served as a Trial Attorney (1973-1977), Supervisory Trial Attorney (1977-1979), and Regional Attorney with the Philadelphia District Office (1979-1988). During the 15 years, Mr. Lewis was responsible for trial, supervision and management of major litigation under Title VII, the Equal Pay Act, the Age Discrimination in Employment Act, and the Rehabilitation Act. He also managed the Complaint Adjudication Unit which resolves charges of discrimination in the federal sector.

In January 1988, he was appointed District Director of the Detroit District and in June 1989, he became District Director of the New York District. As District Director, he was responsible for the enforcement of federal employment discrimination laws in New York, the New England states, as well as northern New Jersey. In October 2010, he became the District Director of the Philadelphia District. He is responsible for enforcing federal employment discriminations laws in Pennsylvania, Southern New Jersey, West Virginia, Eastern Ohio, Maryland, and Delaware. He serves on numerous agency-wide committees and task forces which review the agency's goals, mission and structure.

Mr. Lewis received his Bachelor of Arts degree from Lincoln University in Pennsylvania. He received a Master of Arts degree in Labor and Industrial Relations (Labor Economics) from the University of Illinois in 1969 as well as a JD degree from its Law School in 1973.

Mr. Lewis is a former New York City Combined Federal Campaign Chair, and former New York City Federal Executive Board Chair. He has been admitted to practice before the Pennsylvania Bar since 1973. He is a member of the American Bar Association, Labor and Employment Law Section and the Federal Bar Association. Mr. Lewis is a member of the College of Labor and Employment Lawyers, and Board Member from 2005-2012. He is also a Member of the Board of the Painted Bride.

Before joining the U. S. Equal Employment Opportunity Commission (1964-1968) he was employed as a Personnel Interviewer with the Personnel and Labor Relations Division, the Budd Company, Philadelphia, which was a supplier of parts to the auto industry. He was responsible for recruitment, hiring and selection of hourly as well as white collar staff. He also handled labor relations and employee benefit problems.

## **Stanley A. Braverman, Esq.**

Stanley A. Braverman, Esq. is President of Braverman Associates, LLC, a national consulting firm specializing in workplace dispute resolution and negotiation skills workshops. Braverman is the former Deputy District Director for the Philadelphia District EEOC. In that position he managed administrative judges, federal investigators, mediators, and support staff for six states. He also was a full-time federal mediator.

Braverman's expertise in negotiation techniques and workplace conflict resolution are well known nationally. He was Associate Counsel for Personnel and Ethics, as well as a trial attorney for the Defense Logistics Agency. He has mediated employment disputes in over twenty states. He authored RESOLVE, an award-winning national mediation program. He is the architect of the EEOC Administrative Settlement Envoy (EASE) regional ADR initiative. Braverman was inducted into the Federal Executive Board, Partners in Equity "Hall of Fame." He has appeared as an EEOC and mediation expert on "Law Journal Television." He was the faculty-coach for the Drexel University School of Law, 2012 and 2013 ABA Regional Mediation Advocacy Competition team and the 2013 ABA Negotiation Competition team.

Most recently he was an Assistant Provost and Professor at LaSalle University. At LaSalle he also held the positions of Director of the Negotiation and Conflict Resolution Institute and Director of the Human Capital Development programs.

Braverman earned his Juris Doctor (JD) from Temple University School of Law, his Master's degree in Business Administration (MBA), and Bachelor's degree from Drexel University. Braverman earned a certificate in Negotiation and Leadership from the Program on Negotiation at Harvard Law School. He also holds related certificates from Cornell University and Notre Dame University among others. Additional information regarding Stan and Braverman Associates, LLC can be found at <http://bravermanassociates.net>.



**Suzanne Burke Spencer** is the managing shareholder of Sall Spencer Callas & Krueger, a business litigation firm in Laguna Beach, California. She practices in the areas of professional malpractice and attorney ethics as well as complex business and real estate litigation, including legal malpractice, partnership and business disputes, real estate and foreclosure, derivative actions, unfair business practices, contract disputes, and attorney fee and lien disputes.

Ms. Burke Spencer graduated from Georgetown University in 1988, with a Bachelor of Science in Psychology, and from Fordham University School of Law in 1993, where she served as a staff member and an Associate Editor of the Fordham Law Review. Ms. Burke Spencer was formerly an associate with the New York City and Orange County offices of Dorsey & Whitney, later joining smaller litigation firms and then Buchalter Nemer's Orange County office, where she practiced for several years.

Ms. Burke Spencer has served as lead or co-counsel in numerous state and federal complex business cases, arbitrations, appeals, and mediations, and has authored or contributed to numerous articles relating to professional responsibility and attorney ethics. Ms. Burke Spencer has frequently lectured on attorney fees disputes, legal ethics and risk management in public and private seminars. Among the articles Ms. Burke Spencer has authored or contributed to are *Ethical Enforcement of Attorney's Liens - Avoiding Traps for the Unwary*, California Bar Journal, July 2013; *Who is entitled to fee-based sanctions awards in contingent fee cases - lawyer or client?*, California Bar Journal, March 2014.

Ms. Burke Spencer is a member of the State Bar of California and is admitted to practice before all state and federal courts in California, New York, Connecticut and Massachusetts. She is a member of the California State Bar Committee on Professional Responsibility and Conduct (COPRAC), and former member of the Client Relations Committee of the Orange County Bar Association. A native of New Jersey, Ms. Burke Spencer relocated to California in 1995 and has lived and practiced here ever since.



# Merit Systems Protection Board



**TAMARA RIBAS**

**Tamara Ribas** has served for over a decade as a Federal Administrative Judge with the U.S. Merit Systems Protection Board in San Francisco. She began her career as a Deputy Public Defender in Santa Clara County, California, where she litigated criminal cases. She later joined the Office of General Counsel with the U.S. Department of Health and Human Services, primarily advising on Native American health law and federal employment law issues. Judge Ribas obtained her B.A., with honors, from the University of Maryland, where she was a member of Phi Beta Kappa, and she earned her J.D. from The University of California, Hastings College of the Law. She is a member of the California bar and the Bar Association of San Francisco.

## **Terrie Brodie**

Terrie Brodie began her Federal career as an attorney with the Department of the Navy, Military Sealift Command, representing the Department of the Navy in cases before the EEOC and MSPB. She then served as an Administrative Judge with EEOC's San Francisco District Office from 1993 through 2008, assuming the Chief Administrative Judge position in 2009. She currently serves as Acting Director of EEOC's San Jose Local Office. She graduated from the University of California, Davis, and holds a J.D. from Golden Gate University School of Law.



Tracey K. Merwise is a Partner in the national employment law firm of Jackson Lewis PC. Since 1995, Ms. Merwise has focused exclusively on employment advice and counsel, training, compliance and litigation, helping employers de-escalate difficult employment situations and proactively manage employment issues.

Ms. Merwise is certified as a third-party Mediator to mediate litigated and pre-litigation disputes, and as a Workplace Conflict Mediator. She also conducts independent workplace investigations. Ms. Merwise is a member of the EEOC's Pro Bono Mediation Panel, the Association of Workplace Investigators, the Association for Dispute Resolution of Northern California, and Bay Area Women Neutrals.

For more information, please see Ms. Merwise's LinkedIn profile at:  
[www.linkedin.com/in/traceymerwise/](https://www.linkedin.com/in/traceymerwise/)

**Travis Nicholson** is the Outreach and Education Coordinator for the EEOC Charlotte District Office. The Charlotte District Office has offices in Charlotte, Greensboro, and Raleigh, NC, Richmond and Norfolk, VA, and Greenville, SC. The Outreach and Education program encompasses all external training through the EEOC Training Institute, as well as select no-fee based outreach programs and activities. Travis joined the Commission in 2009 as an Investigator with the EEOC Detroit Field Office investigating allegations of unlawful employment discrimination under the statutes enforced by the EEOC, Travis was often called upon, to provide education and counseling to employers and charge filers on the statutes and current EEOC enforcement guidance. In his current role he is the primary point-of-contact in the EEOC Charlotte District's area of responsibility for employers, advocacy organizations, and other stakeholders with respect to training and outreach. Prior to joining the Commission Travis worked as a Compliance Officer with the U.S. Department of Labor, Office of Federal Contract Compliance Programs, (OFCCP), and he is a Veteran of the United States Army.

## Professional Profile



### TUCKER MILLER, ESQ.



**Tucker Miller, Esq.** is the Vice President of Client Development and Consulting for ELI®, a training company that enhances professional workplace conduct and helps clients translate their values into day-to-day behaviors that increase employee engagement, build respectful and inclusive cultures, and reduce legal and ethical risk.

Ms. Miller has been a featured presenter at national and regional conferences, speaking on workplace compliance and legal issues and how to affect culture change in order to build lawful, professional operations that align with an organization's mission and values. She has presented at the Society for Human Resources (SHRM) National Conference and spoken at conferences sponsored by Society for Corporate Compliance and Ethics (SCCE), Ethics and Compliance Officer Association (ECOA), Equal Employment Opportunity Commission (EEOC), among others.

Ms. Miller has extensive experience working with diverse industries and has worked internationally in Europe and Asia. Her experience includes work with the following clients: Verizon (U.S., Asia and Europe), Brigham and Women's Hospital, Pfizer, Nestle-Purina, Humana, Microsoft, Invitrogen (U.S. and Europe), The Environmental Protection Agency, The United States Forest Service, The United States Army, MasterCard Worldwide (U.S. and Europe), Boehringer-Ingelheim (U.S. and Europe), The Coca-Cola Company (U.S. and Canada), Nike, The Seattle Mariners and The Seattle Seahawks. She is also available for one-on-one coaching for key executives.

Prior to joining ELI in 2004, Ms. Miller served in diverse leadership and legal positions in the dynamic, corporate environment of a Fortune 500 company for nearly 20 years. She has also worked as an independent consultant conducting workplace investigations into complaints of harassment and discrimination and serving as an expert trial witness.

Based in Seattle, Ms. Miller is licensed to practice law in the state of Washington and is a member of the Washington State Bar Association.

**Victor Voloshin** is the Chief Mediation Officer at the U.S. Equal Employment Opportunity Commission (EEOC). In this capacity Victor helps federal agencies design and improve their internal workplace programs using Alternative Dispute Resolution (ADR).

Victor also directs EEOC's internal ADR program that addresses individual concerns and systemic workplace problems by mediating complaints, offering informal dispute resolution, designing climate assessments, conducting group facilitations, and providing conflict-resolution training.

Prior to EEOC, Victor served as the ADR Director and EEO Officer for the New York City Civilian Complaint Review Board, an independent mayoral agency responsible for handling complaints against the New York City Police Department.

Victor holds MBA and JD degrees from the College of William and Mary, and is licensed to practice law in New York State. He can be reached at [victor.voloshin@eeoc.gov](mailto:victor.voloshin@eeoc.gov) or 202-663-4095.

## **VIRGINIA ANDREU**

Virginia Andreu is an attorney at the Equal Employment Opportunity Commission with more than fifteen years of broad experience in civil rights laws, the federal sector EEO complaint process, issues of affirmative employment, and diversity. She currently serves as an Acting Branch Chief for the Agency Oversight Division, Federal Sector Programs within the Office of Federal Operations. In this position, Ms Andreu provides information and technical assistance to federal agencies on affirmative employment programs under Title VII and Rehab Act. Ms. Andreu is responsible for reviewing agencies' annually submitted affirmative employment plans and accomplishment reports; anti-harassment policies and reports; reasonable accommodation policies and procedures; and other employment-related reports for consistency with regulatory requirements. During her tenure with the Commission, Ms. Andreu has served in several roles, including Attorney Advisor for the Reports and Evaluations Division; Attorney Advisor within the Agency Oversight Division; General Attorney at the Appellate Review Program; and Attorney Advisor with the Office of Equal Opportunity (OEO).

In addition, Ms. Andreu is a senior trainer, presenter, and educator, who has presented on behalf of the Commission at various EEO and Diversity conferences, symposiums and trainings in the federal, state, and local governments as well as private sector.

Ms. Andreu obtained a Master of Laws (LLM.), in Law and Government, & Labor and Employment Law, from American University, Washington College of Law in Washington D.C; and received her Juris Doctor from the Pontifical Catholic University in Ponce, Puerto Rico. Ms. Andreu holds a BA in Political Science cum laude from the University of Puerto Rico in Rio Piedras, Puerto Rico. She is a member of the District of Columbia Bar and the Puerto Rico Bar.



**William A. Cash Jr.**  
**Bio Sheet**

William A. Cash Jr. serves as Director of the EEOC's Little Rock Area Office. He began his employment with the EEOC in 1992 as a trial attorney. From April 2007 until June of 2010 Cash served as a Supervisory Trial Attorney. He received a bachelor's degree in Political Science from the University of Arkansas in Fayetteville and a Juris Doctorate from the University of Arkansas in Little Rock. Prior to attending law school, Cash worked as an intern in the Washington, D.C. office of Senator Dale Bumpers. Before working for the EEOC, Cash worked as a law clerk for U.S. District Judge Oren Harris of the Western District of Arkansas. Prior to working for Judge Harris, Cash had a private law practice in Little Rock.

Cash served as a government fellow to the Equal Employment Opportunity Committee of the Labor and Employment Law Section of the American Bar Association. Cash was selected as Federal Employee of the Year by the Federal Executive Association of Arkansas. Cash appeared on ABC's 20/20 program discussing an EEOC case seeking relief for teenagers subjected to sexual assault in the workplace. Cash is a frequent presenter on the topic of Employment Law at Continuing Legal Education programs and seminars.

**William Macauley** is the EEOC National Hearings Program Manager, and formerly the EEOC NYDO Supervisory Administrative Judge (SAJ) from 2009 to 2015. He came to the EEOC as a Trial Attorney in the Philadelphia DO in 1990 after spending four years in OPM's General Counsel's Office in Washington DC. In 1994, he moved to Manhattan where he continued to work for the EEOC in its NYDO as an AJ before assuming the SAJ position there. Mr. Macauley began his government service as an Attorney-Advisor to the Associate Chief Administrative Law Judge at the US DOL in Washington, D.C. Aside from his Federal service employment he worked in private practice in Los Angeles and Washington DC, litigating cases in Federal court on a variety of municipal issues on behalf of city governments. He is certified in mediation from the National Judicial College and the New York City Bar Association. He received his J.D. from St. Louis University, an M.A. from University College Dublin and a B.A. from Notre Dame University in South Bend, Indiana. The Wine and Spirits Education Trust of Great Britain awarded him an industry Diploma in Wine and Spirits (DWS) in 2007, and he also is certified as a Bordeaux wine instructor from the Society of Wine Educators. He is an avid ocean kayaker. He was born and raised in Southern California.

**William K. Mills** is a founding partner of Parker Mills LLP, William K. Mills is designated a Certified Legal Malpractice Specialist by State Bar of California Board of Legal Specialization. He practices in complex business litigation including insurance coverage, malpractice law, products liability, real estate, corporate governance, estate planning and probate, intellectual property and general corporate and governmental representations. Prior to co-founding Parker Mills LLP in 1995, Mr. Mills was a partner at Lewis, D'Amato, Brisbois & Bisgaard.

Mr. Mills has tried numerous jury and non-jury trials and arbitrations and has served as lead or co-counsel in a wide variety of state and federal complex business case mediations. He has also served as an expert witness and consultant in legal malpractice litigation matters, and as general counsel, he has represented numerous public and private business entities in various stages of development.

Mr. Mills formerly served as general counsel to the California Association of Black Lawyers, a member of the Los Angeles County Bar Judicial Appointments Committee and a board member of the John M. Langston Bar Association.

Mr. Mills is currently a member of the Board of Directors for the Constitutional Rights Foundation, and is on the Governing Board of the Pilgrim School (Los Angeles). He has served as a member of the Boards of the Didi Hirsch Mental Health Foundation, United Way's Los Angeles Metropolitan Region Board, the Los Angeles City Ethics Commission and the Los Angeles County Judicial Procedures Commission.



# Federal Employment Law Training Group



## **William B. Wiley** **Attorney at Law**

William@FederalAppeal.com

Mr. Wiley is an attorney in nation-wide private practice representing federal agencies before the U.S. Merit Systems Protection Board (MSPB), the U.S. Equal Employment Opportunity Commission, the U.S. Office of Special Counsel, the Federal Labor Relations Authority (FLRA) and in arbitration. He is a specialist in the discipline of federal employees, the removal on non-performing individuals, and the appeals processes available to federal civil servants. He is the author of several books in the field of federal employment law, including his most recent *UnCivil Servant: Holding Federal Employees Accountable for Performance and Conduct*. Mr. Wiley's first executive branch position was as an organizational psychologist in the field of human resources for the Department of the Navy. He progressed to the level of head of employee relations policy for the southwest region of Navy, servicing 25,000 employees in the fields of labor and employee relations. His first Presidential appointment was under President Reagan as an advisor to a member of MSPB. President G. H.W. Bush appointed him as chief of staff to the General Counsel of FLRA. President Clinton appointed him as Chief Counsel to the Chairman of MSPB, where he served for seven years, holding over under President G. W. Bush for an extended term. Upon leaving government in 2001, he founded the non-profit Federal Employment Law Training Group, now an LLC, for the sole purpose of providing employment law training and related services to federal agencies, unions, and employees.



## **Ms. Willisa Donald**

Ms. Willisa Donald is the Director of Equal Opportunity and Diversity Programs office for the Defense Threat Reduction Agency (DTRA) at Fort Belvoir, VA. DTRA safeguards America and its allies from weapons of mass destruction (chemical, biological, radiological, nuclear, and high yield explosives) by providing capabilities to reduce, eliminate, and counter the threat, and mitigate its effects.

In this capacity, her primary responsibility is providing agency-wide leadership and guidance on equal opportunity, diversity, civil rights, and the support of an efficient work environment.

Donald began her federal career in 1991 at the Department of Transportation as a Junior Fellow GS-2, Equal Opportunity trainee. During this time she worked closely with the Complaints Manager and the Affirmative Employment Manager.

After graduating college she accepted a position as an Equal Employment Opportunity Specialist. She matriculated quickly and is known for her integrity, work ethics, astute regulatory knowledge in EEO and ability to write and implement EEO regulations and policy guidance documents. Willisa Donald is a phenomenal trainer and has provided EEO training for employees, managers, federal officials as well as state and local government representatives.

Willisa Donald has extensive experience leading and managing EEO programs. She has served as a Special Emphasis Program Manager, Affirmative Employment Program Manager and as a Disability Program Manager. She was nominated in 1998 by the Secretary of the Department of Transportation for her commendable efforts in the *Adarand vs. Pena* Supreme Court case. She is known for resolving complex EEO issues with diplomacy and tact. She is proactive and her leadership style denotes efficiency and demonstrable measures and results. In 1999 she was honored by former President William J. Clinton. She was awarded the NAACP Renown Roy Wilkins Award in July 2015 for her outstanding military and civilian EEO, Diversity and Civil Rights program management and leadership in the Department of Defense.

Willisa Donald also volunteered while overseas and established several Diversity awareness programs for the naval base in Gricignano, Italy. She is also known for her impeccable ability in administering the Disability Program at the Internal Revenue Service, where she finalized the agency's Reasonable Accommodation Procedures. Also, while at IRS as Acting Director of the Servicewide EEO and Diversity office she lead and completed the agency's Management Directive 715 for over 100,000 employees.

Willisa Donald holds a Bachelor's degree in Psychology and a Master's degree in Human Relations from the University of Oklahoma.

She serves as a subject matter expert on several Federal Agency Consortium boards and EEO affiliate organizations throughout the Washington DC metropolitan area.